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1999 Saskatchewan Health Employer Survey Report

HUMAN RESOURCES BRANCH, SASKATCHEWAN HEALTH

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY SUMMARY REPORT

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1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY REPORT

PREAMBLE

This report summarizes the findings of the 1999 Saskatchewan Health Employer Survey. The information collected from this annual survey provides human resource information (staffing supply and demand) on 53 health service occupations in Saskatchewan for the calendar year 1999.

The Saskatchewan Health Employer Survey summarizes data each year to provide a comprehensive view of the health services labour market in Saskatchewan. Supplemental information in the Appendices is reliable only to the extent of the response to the survey. For individuals or organizations interested in more specific aggregate data, Saskatchewan Health contacts are identified at the end of this report.

FEATURES

In updating the information provided in the previous year's report, the 1999 summary report includes:

- The number of full-time equivalents (FTEs) and positions for each of the 53 health occupations.
- Separate gender and casual staffing information by occupation and health districts.
- Average estimates for the ages of all health service providers by occupation and health districts.
- Chiropractors, optometrists and physicians,[1] and a list of all health professions regulated in Saskatchewan.

The following changes to occupational groupings were made:

- Due to employer comments expressing difficulty in providing data for many of the specialty nurses, the 1999 survey amalgamated the areas of nursing into five categories: general and specialized, primary care, public health, psychiatric and licensed practical nurses.
- The occupational therapy and physical therapy assistants were reportedly employed interchangeably so these two categories were combined.
- Recreation therapists and technologists, previously combined, were separated into two different occupational groupings.

Saskatchewan Health would like to acknowledge the contribution of the many people and organizations who took the time to complete our survey. The results of their efforts are presented in the following material on health service providers in Saskatchewan.

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[1] Source: Medical Services and Health Registration Branch, Saskatchewan Health.

METHODOLOGY

Procedure & Instruments

The survey method involved a census of all health service agencies in Saskatchewan[2] that employ staff in any one or more 53 health-related employee classifications. Health service employees are also referred to as health service providers or staff.

The 1999 survey targeted the following occupational groupings:

- ambulance
- dental
- diagnostic (imagery) and therapeutic (treatment)
- health care aide
- nursing
- psychology and social work
- rehabilitation
- other occupations, such as:
  - dietetic, nutritionist
  - health managers/records administrators
  - pharmaceutical
  - public health inspectors

Based on the information received from employers, the Health Employers Survey provides the following information:

- Total hours of work by the number of employees or available positions;
- Total number of hours worked by each occupational group employed in a given year. This is the Full-time Equivalent or FTE which measures the amount of work done by one full-time employee for one year at 1,948 hours per year, regardless of how many employees performed the work (e.g., one full-time employee or two part-time employees).
- Total number of positions is the count or number of positions allotted by the employer to provide health services. This number includes full- and part-time permanent positions, and positions which are available, but not filled, i.e., vacancies.
- Average age of employees by occupation as derived from estimates or actual ages;
- The employment status of employees as full-time, part-time or casual;
- The gender of employees;
- Number of full-time and part-time vacancies and turnovers by occupation. These statistics are used to measure changes in demand, supply and mobility in the health services sector as indicated by comparisons to the previous year's information; and
- Commentary on anticipated recruitment difficulties in the next year and possible reasons for recruitment/retention difficulties.

---

[2] Due to notably low response rates in previous years from physician offices and personal care homes, an attempt was made to survey only the large health service provider offices which 'employ' other health providers. Unintentionally, this criterion was applied to dental offices, which have traditionally provided a very good response to this survey.

Survey Response Rate

The survey response rate is the percentage of the actual number of employers who responded to the survey divided by the total number of surveys assigned (mailed out). A "good response rate" for this type of census survey is between 65 - 70%. (Appendix 3 provides the response rate by sector and by health district.

PLEASE NOTE:

1. The information in this report is reliable only to the extent of the survey's response. It does not represent a total of all health service employees in the province.

Because response rates vary by year, annual comparisons should be made on a percentage basis only.

THE 1999 HEALTH EMPLOYER SURVEY

1999 SURVEY RESPONSE

- Of the 1,319 surveys mailed to employers of health service providers, 946 were returned for an overall response rate of 72%. The health districts had a response rate of 100%. Response rates among the other sectors varied considerably (i.e., from 30% of the physician offices to 90% of the educational institutions). See Figure 1 for the survey's total percent response rates by geographical area.

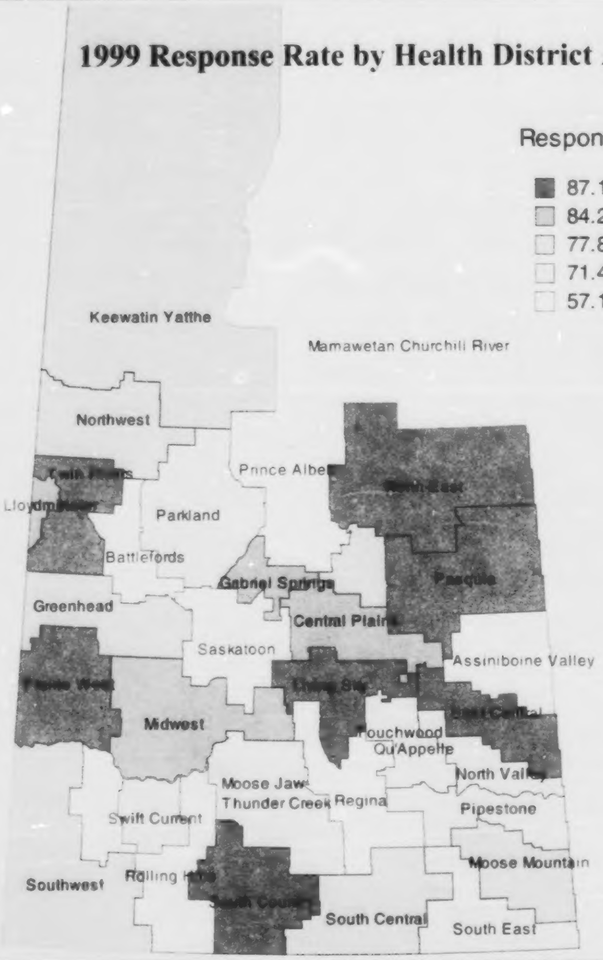
1999 Response Rate by Health District Area
Response Rate (%)
■ 87.1 to 92.3 (7)
▨ 84.2 to 87.1 (4)
☐ 77.8 to 84.2 (7)
☐ 71.4 to 77.8 (7)
☐ 57.1 to 71.4 (7)
Keewatin Yatthe
Mamawetan Churchill River
Northwest
Prince Albert
Lloydminster
Parkland
Battlefords
Gabriel Springs
Greenhead
Central Plains
Saskatoon
Assiniboine Valley
Midwest
Touchwood Qu'Appelle
North Valley
Moose Jaw Thunder Creek
Regina
Pipestone
Swift Current
Moose Mountain
Southwest
Rolling Hills
South Central
South East

Figure 1.

- Three of the four sectors with low response rates had a high proportion of employers who operate privately run health services, such as pharmacies, physician offices and personal care homes. These latter two services, along with provincially run health services (e.g., Medical Laboratories) had the lowest response rates (30%, 40%, and 35%, respectively).

PROVINCIAL HIGHLIGHTS

Employment of Health Service Providers

- Despite a 20% decrease in the sample size (i.e., fewer surveys were mailed out), and a 5% decrease in the response rate, the reported employment of health service providers in Saskatchewan increased by 2.7% from 1998. This was assessed by number of positions, total hours worked and Full Time Equivalents (FTEs) as reported by the survey respondents in 1999:
  - A total of 29,414 health service providers or employees were working in Saskatchewan. This is over 850 (3.0%) more employees than were reported in 1998 (n = 28,555).
  - The total hours of health care delivery in 1999 was reported to be 36,529,634 hours. This is 2.6% more than the total hours reported in the previous year (35,590,853 hours in 1998).
  - The total FTEs reported in 1999 was 18,752. This represents an increase of almost 500 FTEs or 2.6% from the previous year's report of 18,271 FTEs.

- Some reasons for this increase in health service providers may be due to:
  - Increased accuracy in reporting by health employers. For example, the number of special care aides reportedly increased from 2525 FTEs in 1998 to 3136 FTEs in 1999. This increase was likely due to a reporting error in 1998.
  - Continued development of community services, home care and their support structures.

Comparison with the total Saskatchewan Workforce

- Health service providers as reported in this survey comprised approximately 5.8% of the total number of employees in the Saskatchewan workforce[3] in 1999.
- This percentage is consistent with previous years, since the growth in the numbers of health service employees is reportedly keeping pace with the province's slow but steady growth in population. (There was a 1% increase in the population from 1,020,352 in 1998 to 1,031,933 in 1999.)

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[3] Source: Historical Labour Force, Statistics Canada, Catalogue Number 71-201. Based on an average Saskatchewan Labour force for 1999.

The Health Service Occupations

- Of the total FTEs reported in 1999, two occupational groups, Nurses and Health Care Aides accounted for more than two-thirds (68%) of all employees. Nursing employees, including Registered Nurses (RNs), Registered Psychiatric Nurses (RPNs), and Licensed Practical Nurses (LPNs) made up the largest occupational category, accounting for 39% of the total FTEs reported in health services (see Appendix 4).
- See Figure 2 for the occupational composition of health services by FTEs in 1999.

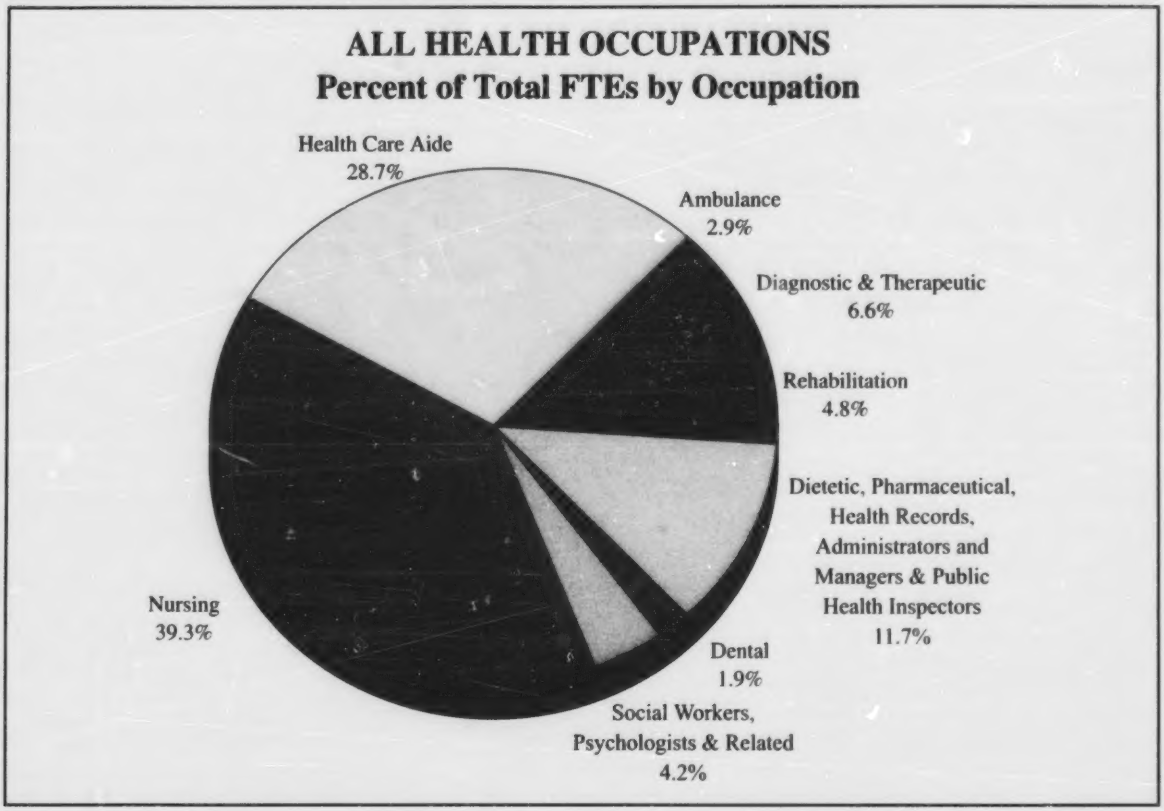


Figure 2.

Employment Status

- The number of permanent full- and part-time employees reported in 1999 demonstrated an interesting trend. The number of full time employees increased by about 300 FTEs, while the number of part-time employees decreased by about 200 employees. It cannot, however, be inferred that this means that more part-time employees moved into full time positions. The number of casual staff increased by about 75 positions.

- See Figure 3 for the composition of Full-Time, Part-Time and Casual employees reported in 1999.

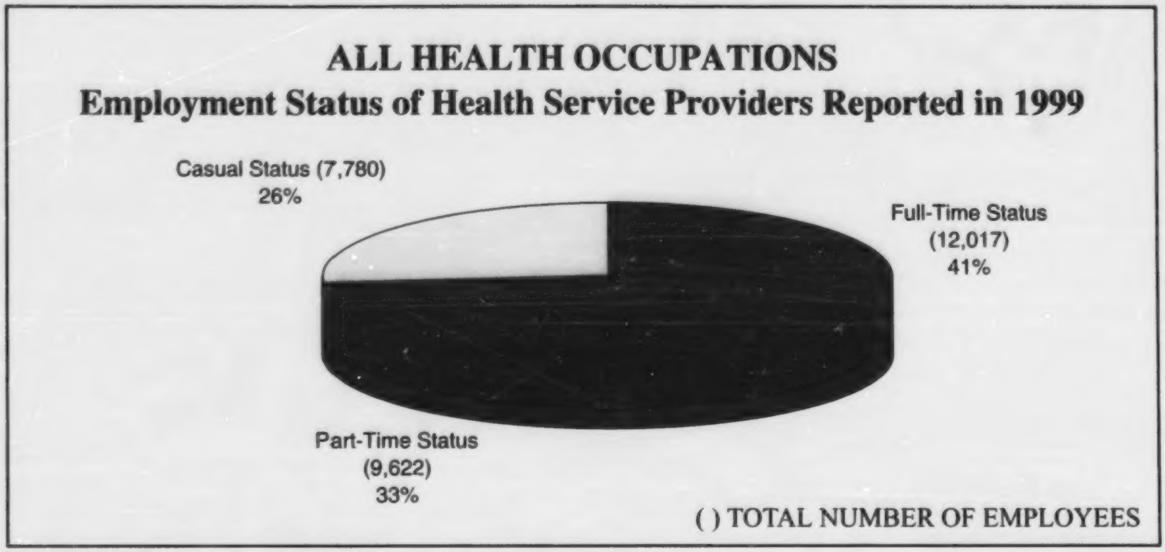


Figure 3.

- The extent to which casual positions are used depends on several factors including the total number of employees, the type of occupation and its reliance upon shift work. Generally, a larger number of staff will create a greater number of absences from work for sickness, vacations, etc. per occupation. This increases reliance on casual workers to replace permanent staff temporarily and on short notice. As well, those occupations which require shift work or on-call scheduling, such as Ambulance, Nursing and Diagnostic Therapies rely more heavily upon casual workers.

- Occupations such as Nurses Aides and Assistants in Rehabilitation tend to have fairly high proportions of casual and part-time positions. Employers who have occupations requiring certification or on-the-job experience and split work shifts, such as personal care homes, tend to have a larger pool of casual staffing. These employees tend to be more mobile, as indicated by their higher turnover rates.

- Some rural employers report that casual employees may hold other casual or part-time positions in other health districts, usually in nearby urban centres. Therefore, since the survey counted the number of casual positions, the actual total number of employees may be lower than reported. One casual employee may be working more than one casual or one part-time position, and therefore, may be counted more than once.

- For a district-by-district distribution of casual employees, see Figure 4.

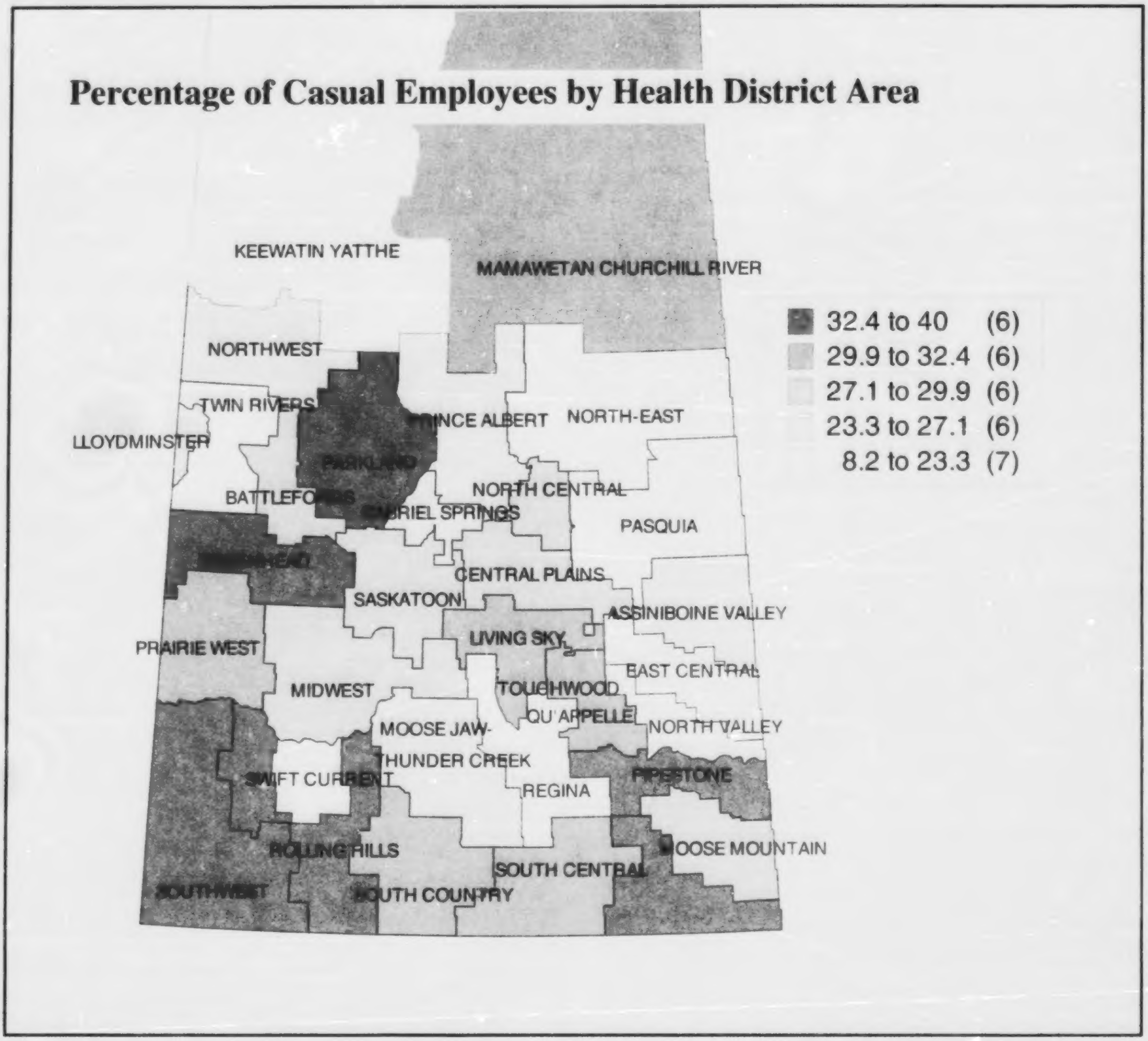

Percentage of Casual Employees by Health District Area
KEEWATIN YATTHE
MAMAWETAN CHURCHILL RIVER
NORTHWEST
TWIN RIVERS
PRINCE ALBERT
NORTH-EAST
LLOYDMINSTER
PARKLAND
BATTLEFORDS
NORTH CENTRAL
GABRIEL SPRINGS
PASQUIA
CENTRAL PLAINS
SASKATOON
ASSINIBOINE VALLEY
PRAIRIE WEST
LIVING SKY
EAST CENTRAL
MIDWEST
TOUCHWOOD
QU'APPELLE
NORTH VALLEY
MOOSE JAW-THUNDER CREEK
SWIFT CURRENT
REGINA
PIPESTONE
ROLLING HILLS
MOOSE MOUNTAIN
SOUTH CENTRAL
SOUTHWEST
SOUTH COUNTRY
32.4 to 40 (6)
29.9 to 32.4 (6)
27.1 to 29.9 (6)
23.3 to 27.1 (6)
8.2 to 23.3 (7)

Figure 4.

The Gender of Health Service Providers

- In 1999, 9 out of 10 health service providers reported working in Saskatchewan were female. This has not changed from the previous year's report. See Appendix 5 for the comparison of gender participation in each occupation.

- For a district-by-district comparison by gender, see Figure 5.

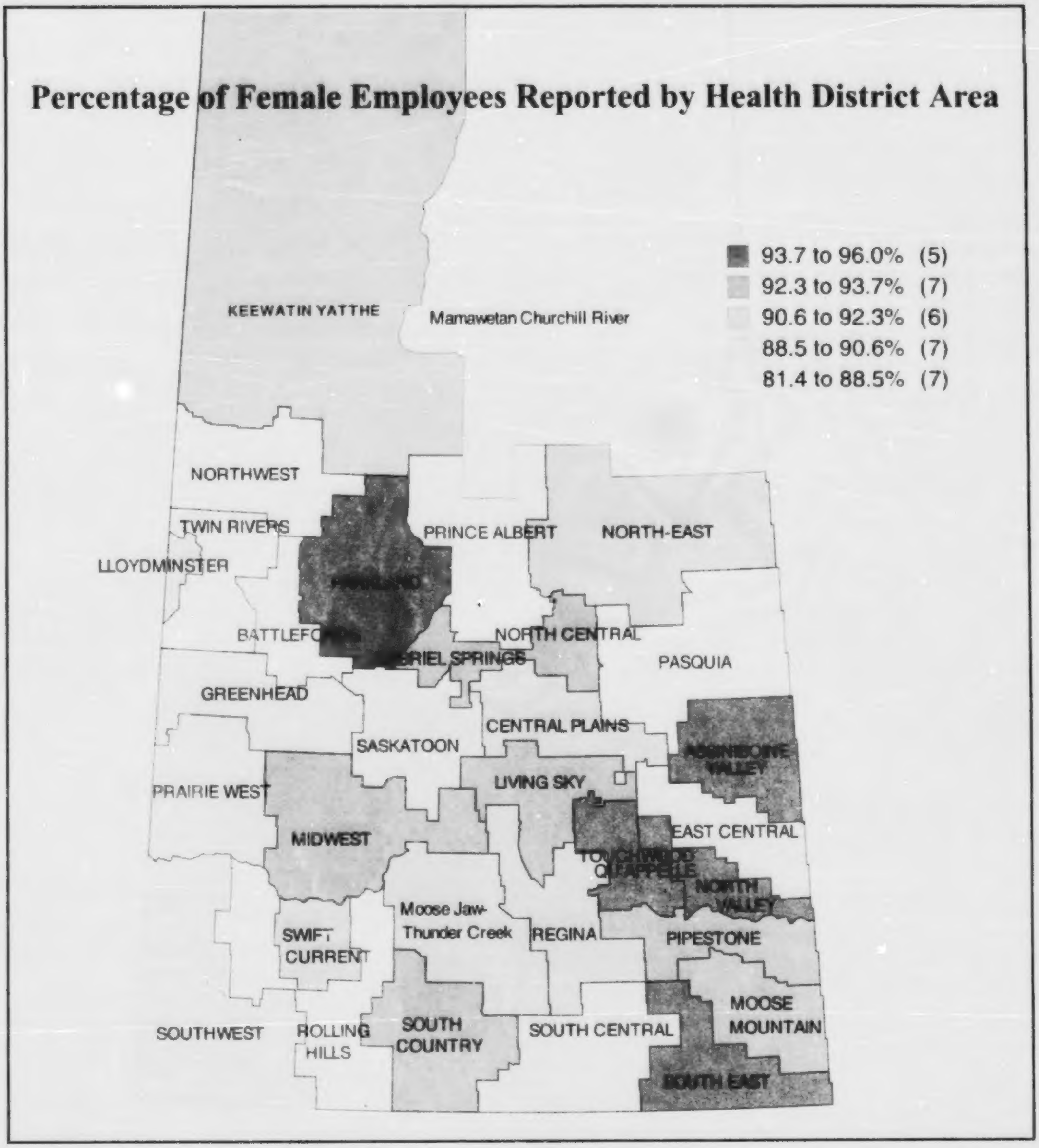

Percentage of Female Employees Reported by Health District Area
▨ 93.7 to 96.0% (5)
92.3 to 93.7% (7)
90.6 to 92.3% (6)
88.5 to 90.6% (7)
81.4 to 88.5% (7)
KEEWATIN YATTHE
Mamawetan Churchill River
NORTHWEST
TWIN RIVERS
LLOYDMINSTER
PRINCE ALBERT
NORTH-EAST
BATTLEFORDS
GABRIEL SPRINGS
NORTH CENTRAL
PASQUIA
GREENHEAD
CENTRAL PLAINS
SASKATOON
ASSINIBOINE VALLEY
LIVING SKY
PRAIRIE WEST
MIDWEST
EAST CENTRAL
TOUCHWOOD QU'APPELLE
NORTH VALLEY
Moose Jaw-Thunder Creek
REGINA
PIPESTONE
SWIFT CURRENT
MOOSE MOUNTAIN
SOUTHWEST
ROLLING HILLS
SOUTH COUNTRY
SOUTH CENTRAL
SOUTH EAST

Figure 5.

- The health service occupations with relatively more males (40% or higher) include all of the Ambulance occupations, Dentists, Denturists and Dental Technicians, Public Health Inspectors, Pharmacists, Chiropodists, Prosthetists and Orthotists, and Social Service Workers.

The Age of Health Service Employees

- Based on employers' estimates, the average age of health service employees continues to be about 40 years (M = 39.2 years). The average was calculated based only on the surveys providing a calculated or estimated average age for the health service providers within each occupation. (See Appendix 8 for the average of health service providers within each occupation.)
- For a district-by-district comparison of total average age by health districts, see Figure 6.

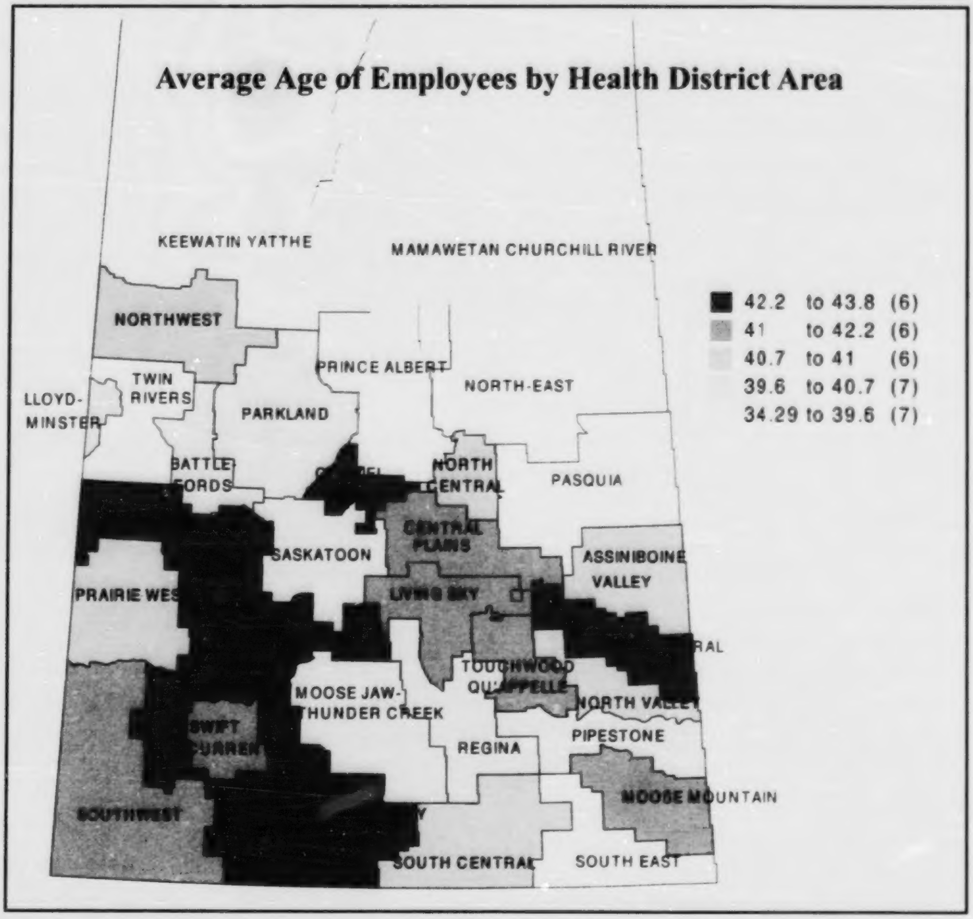

Average Age of Employees by Health District Area
KEEWATIN YATTHE
MAMAWETAN CHURCHILL RIVER
NORTHWEST
TWIN RIVERS
LLOYD-MINSTER
PRINCE ALBERT
NORTH-EAST
PARKLAND
BATTLEFORDS
NORTH CENTRAL
PASQUIA
CENTRAL PLAINS
SASKATOON
ASSINIBOINE VALLEY
PRAIRIE WES
LIVING SKY
RAL
TOUCHWOOD QU'APPELLE
MOOSE JAW-THUNDER CREEK
NORTH VALLEY
PIPESTONE
SWIFT CURREN
REGINA
MOOSE MOUNTAIN
SOUTHWEST
SOUTH CENTRAL
SOUTH EAST
42.2 to 43.8 (6)
41 to 42.2 (6)
40.7 to 41 (6)
39.6 to 40.7 (7)
34.29 to 39.6 (7)

Figure 6.

- Between occupational groupings, several variations in average age were noted:
  - Of the 9 sectors, both the Ambulance sector and the Rehabilitation sector reported their employees' average age to be well below the provincial average (Ambulance: M = 35.6 years; Rehabilitation: M = 36.8 years);
  - The occupations reporting the highest mean ages were Electrocardiograph Technologists (M = 48 years) and Dental Technicians (M = 49 years);
  - Assisting occupations such as Dental Assistants, tend to be younger than the provincial average. However, those health service providers who qualify for occupations with on-the-job training or experience in uncertified occupations, such as Health Care Aides, tend to be slightly older than the provincial average age; and
  - The Nursing sector was about 3 years older than the reported provincial average.

Urban/Rural/Northern Saskatchewan

- From the total number of FTEs, 46.4% of all health service providers were employed in urban Saskatchewan, defined as Saskatoon or Regina; 52.6% were employed in rural regions; while 1.0% of health service staff were employed in northern Saskatchewan, consisting of the Mamawetan Churchill River and Keewatin Yatthe Health Districts.
- In urban centres, 45.6% of health service providers were reported to be employed full-time. In addition, 29.7% of urban health service workers were part-time and 24.7% were casual.
- Among rural health service providers, the difference between the numbers of full-time, part-time and casual workers was much less dramatic: full-time: 36.4%, part-time: 35.5% and casual: 28.1%.
- In northern Saskatchewan, a greater proportion, 49.5% of the health service providers were reported as full-time; only 25.8% were part-time and 24.7% casual. See Figure 7 for a regional comparison of employment status.

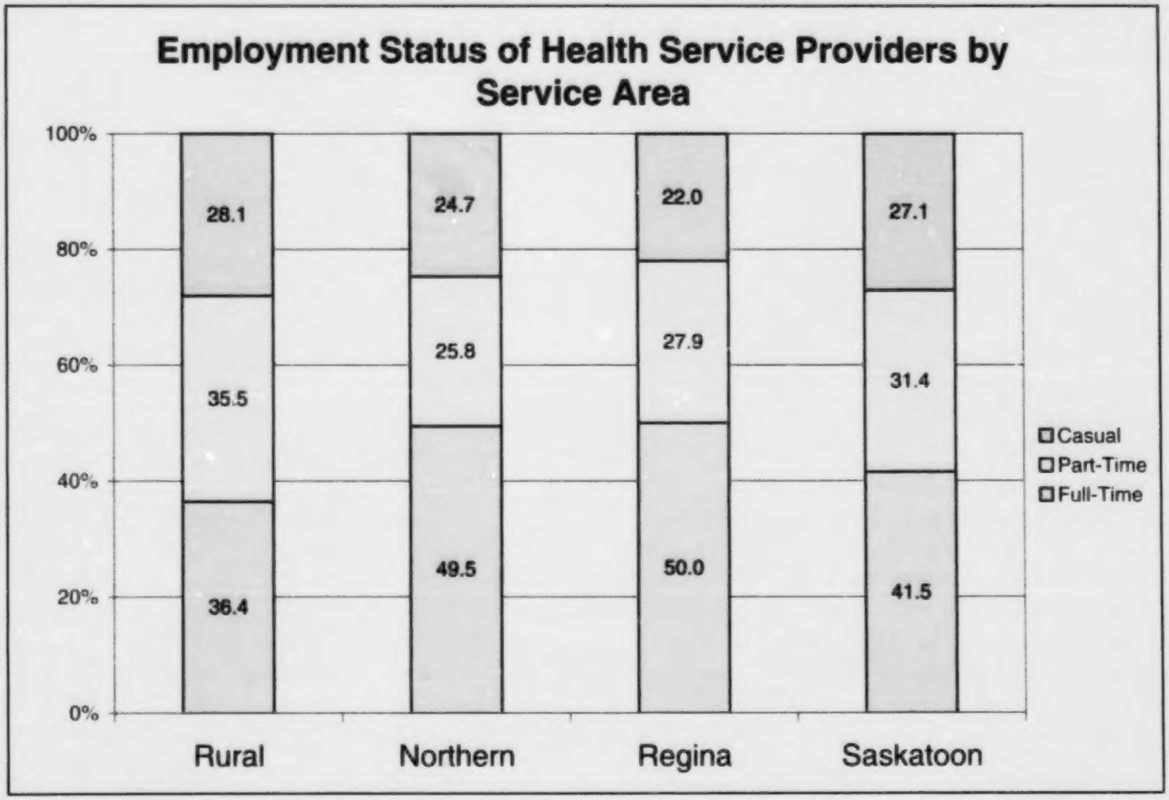


Figure 7.

Vacancies and Turnovers

- The overall vacancy rate calculated from all reported health occupations was 2.1% in 1999. This is a notable improvement over 1998, which was the first year since 1991 that the vacancy rate for health service providers was over 2.0%. (Appendix 9 shows the trends by health service provider group.)

- The turnover rate calculated for all health occupations showed a considerable increase from the previous year's survey. It was 6.6% in 1999, compared to 5.8% in 1998.

- Figure 8 below shows the trend in the vacancy and turnover rates for all health occupations since 1989.

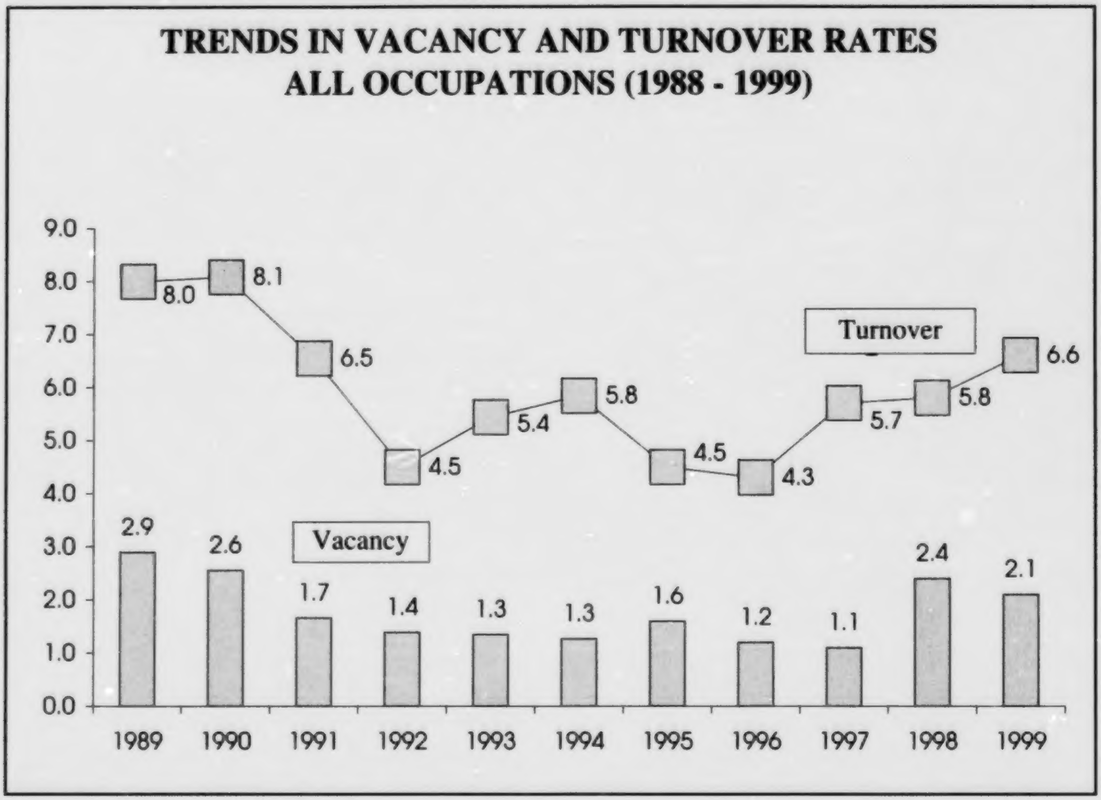


Figure 8.

- Some of the factors employers reported as affecting their ability to attract and retain health service providers included:
  - a lack of available full-time positions;
  - a shortage of qualified candidates; and
  - the union contract(s) hinder(s) recruitment.

- A summary of all the reasons health district employers reported as inhibiting recruitment and retention for various occupations is presented in Table 1.

Table 1: Reasons for Difficulty in Attracting Health Providers to Your District

Occupation	Lack of Available Full-time positions	Shortage of qualified candidates	Profession Unattractive	Turnover rate is high	Union contract hinders recruitment	Private employers pay more	Pay schedule does not attract candidates	District is geographically remote	No educational program in Saskatchewan	Education is too expensive	Educational program is not readily accessible	*Totals*
* No Specified Occupation	14	14	8	9	9	9	10	12	8	7	7	*107*
Addictions Counsellors	0	1	0	0	0	0	0	1	0	0	0	*2*
Aides	13	17	6	3	8	0	3	4	1	15	10	*80*
Combined Lab & X-rayTechs	4	3	2	2	1	1	2	3	0	1	0	*19*
Dental Therapists	0	1	0	1	1	0	1	1	0	1	1	*7*
Early Childhood Psychologists	0	1	0	0	0	0	0	0	0	0	0	*1*
Emergency Medical Techs (All)	1	1	1	1	1	1	1	0	0	1	0	*8*
Family Physicians & Specialists	1	1	0	1	0	0	1	1	0	0	0	*5*
Licensed Practical Nurses	5	8	2	3	3	0	3	3	0	3	5	*35*
Medical Laboratory Techs	2	3	2	2	3	2	2	2	1	2	0	*21*
Medical Health Officers	0	1	0	0	0	0	0	0	0	0	0	*1*
Nuclear Medicine Techs	0	0	0	0	0	0	1	0	1	0	0	*2*
Oncologists	0	1	0	1	0	0	1	1	1	0	0	*5*
Oncology Nurses	1	1	1	1	1	0	1	1	1	0	0	*8*
OR Techs	0	1	0	0	0	0	0	0	0	0	1	*2*
Orthotists/Prosthetists	0	1	0	0	1	1	1	0	1	0	1	*6*
Occupational Therapists	4	8	2	5	2	4	2	4	6	3	5	*45*
Pharmacists	0	1	0	0	0	1	1	0	0	0	0	*3*
Public Health Nurses	3	3	0	1	1	0	0	1	0	1	0	*10*
Physicists	0	1	0	0	0	1	1	1	1	0	0	*5*
Psychologists	2	6	1	4	4	4	5	4	1	2	2	*35*
Physical Therapists	6	11	4	6	4	7	5	5	4	5	4	*61*
Public Health Inspectors	0	1	0	1	1	1	1	1	1	1	1	*9*
Radiation Therapists	1	1	1	1	1	1	1	1	0	0	0	*8*
Respiratory Therapist	0	2	1	1	1	0	1	1	1	0	0	*8*
Registered Nurses	43	53	27	26	35	16	22	35	11	22	18	*308*
Registered Psychiatric Nurses	5	7	5	4	5	4	5	3	0	0	0	*38*
Social Worker	1	0	0	0	1	0	0	1	0	0	0	*3*
Sonographers	0	1	0	0	0	2	2	0	1	0	1	*7*
Speech/Language Pathologists	3	3	0	0	0	3	3	0	3	0	2	*17*
Totals	*109*	*153*	*63*	*73*	*83*	*58*	*76*	*86*	*43*	*64*	*59*	

- Figure 9 illustrates the calculated vacancy and turnover rates for urban, rural and northern areas of the province. Generally, the vacancy and turnover rates are similar for urban and rural areas and higher for northern areas.

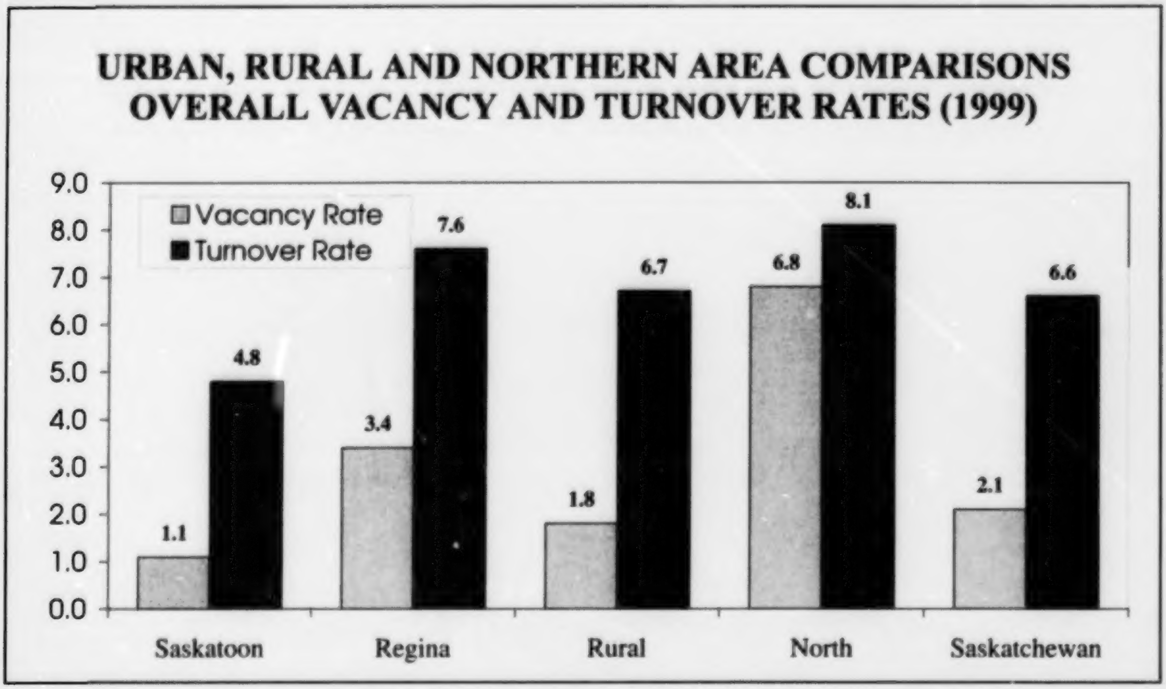


Figure 9.

- Generally, vacancy and turnover rates are higher in northern Saskatchewan where movement of the small workforce creates large percentage changes, and skews the statistical results.

- From Figure 9, the vacancy rate and the turnover rate for the North are relatively close. This may indicate both recruitment and retention issues.

- Typically, when the system is working well, the turnover rate is higher than the vacancy rate. Regina, Saskatoon and the Rural health districts all have more than a 2% aggregate difference between turnover and vacancy rates.

- See Figure 10 for a district-by district comparison of vacancy rates.

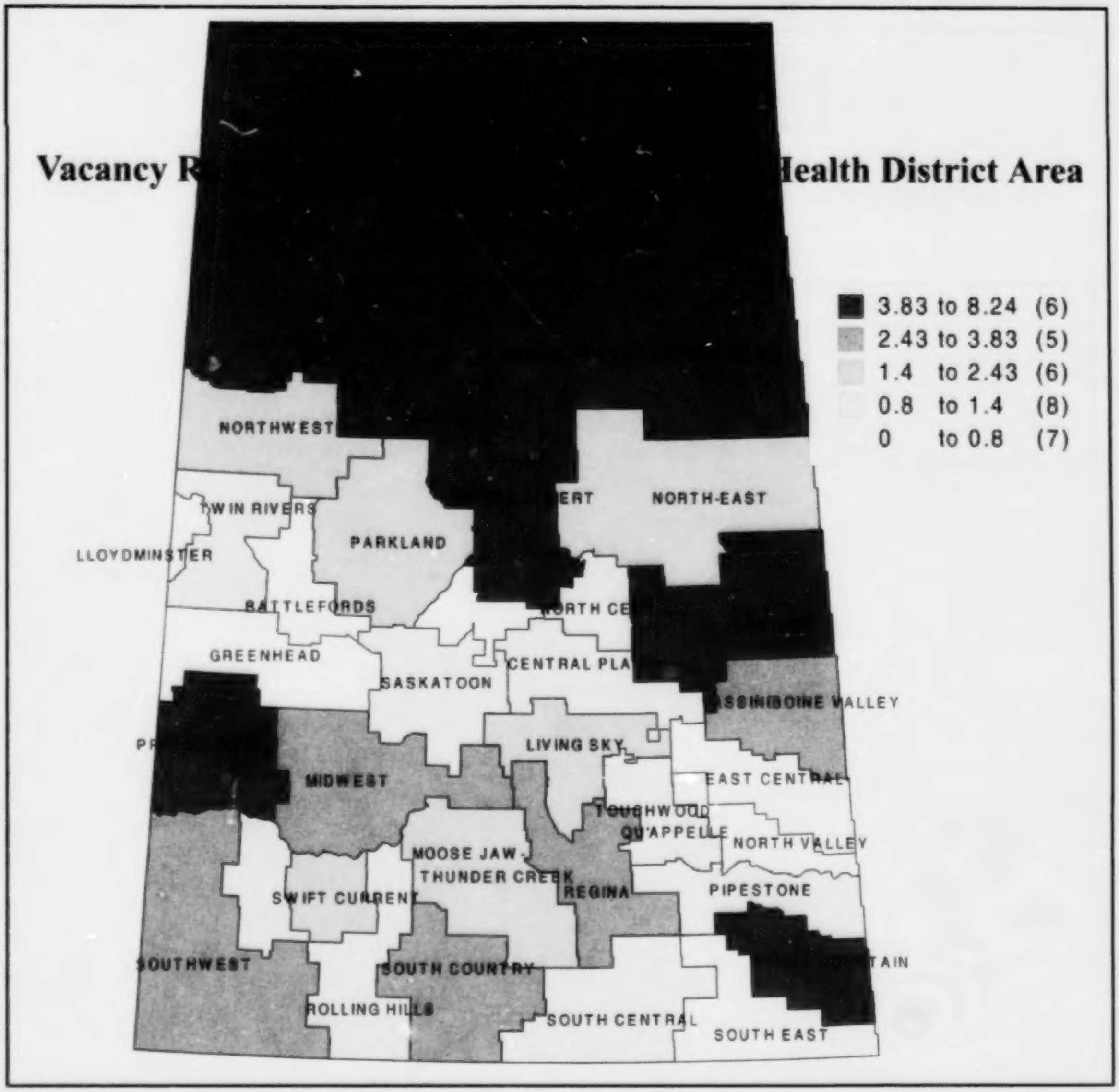

Vacancy R
ealth District Area
3.83 to 8.24 (6)
2.43 to 3.83 (5)
1.4 to 2.43 (6)
0.8 to 1.4 (8)
0 to 0.8 (7)
NORTHWEST
ERT
NORTH-EAST
TWIN RIVERS
PARKLAND
LLOYDMINSTER
BATTLEFORDS
NORTH CE
GREENHEAD
CENTRAL PLA
SASKATOON
ASSINIBOINE VALLEY
PR
LIVING SKY
MIDWEST
EAST CENTRAL
TOUCHWOOD QU'APPELLE
NORTH VALLEY
MOOSE JAW-THUNDER CREEK
REGINA
SWIFT CURRENT
PIPESTONE
SOUTHWEST
SOUTH COUNTRY
TAIN
ROLLING HILLS
SOUTH CENTRAL
SOUTH EAST

Figure 10.

- Vacancies are an indicator of the supply and demand within the labour market. From Appendix 10, the occupations with the greatest vacancy rate increases from 1998 to 1999 are:
  - Radiation Therapists
  - Diagnostic Medical Sonographers
  - Electroneurophysiology Technicians
  - Audiologists
  - Prosthetists and Orthotists

- The health service occupations with the highest vacancy and turnover rates in 1999 are shown below. (Note: groups with a small number of FTEs are subject to extreme variations in either vacancy or turnover rates.)

Health Service Occupation	Vacancy Rate (%)	Turnover Rate (%)
Emergency Medical Technicians (EMT)	3.4	13.7
EMT-Advanced	4.6	27.8
Diagnostic Medical Sonographers	13.0	10.9
Electroneurophysiology Technicians	15.4	7.7
Radiation Therapists	7.1	38.1
Home Care Aides	1.5	12.8
Exercise Therapists	3.1	17.2
Occupational Therapists	5.7	11.9
Physical Therapists	6.4	12.7
Respiratory Therapists	3.2	12.7
Primary Care Nurses	17.2	9.4
Prosthetics and Orthotists	14.3	14.3
Recreation Technologists	2.6	11.7

- While the occupations listed above proved to have the highest vacancy and turnover rates when analyzed provincially, most health district employers reported their recruiting efforts as being directed towards General RNs, LPNs and Health Care Aides. For a complete summary of the Health Districts' recruitment efforts, see Table 2.

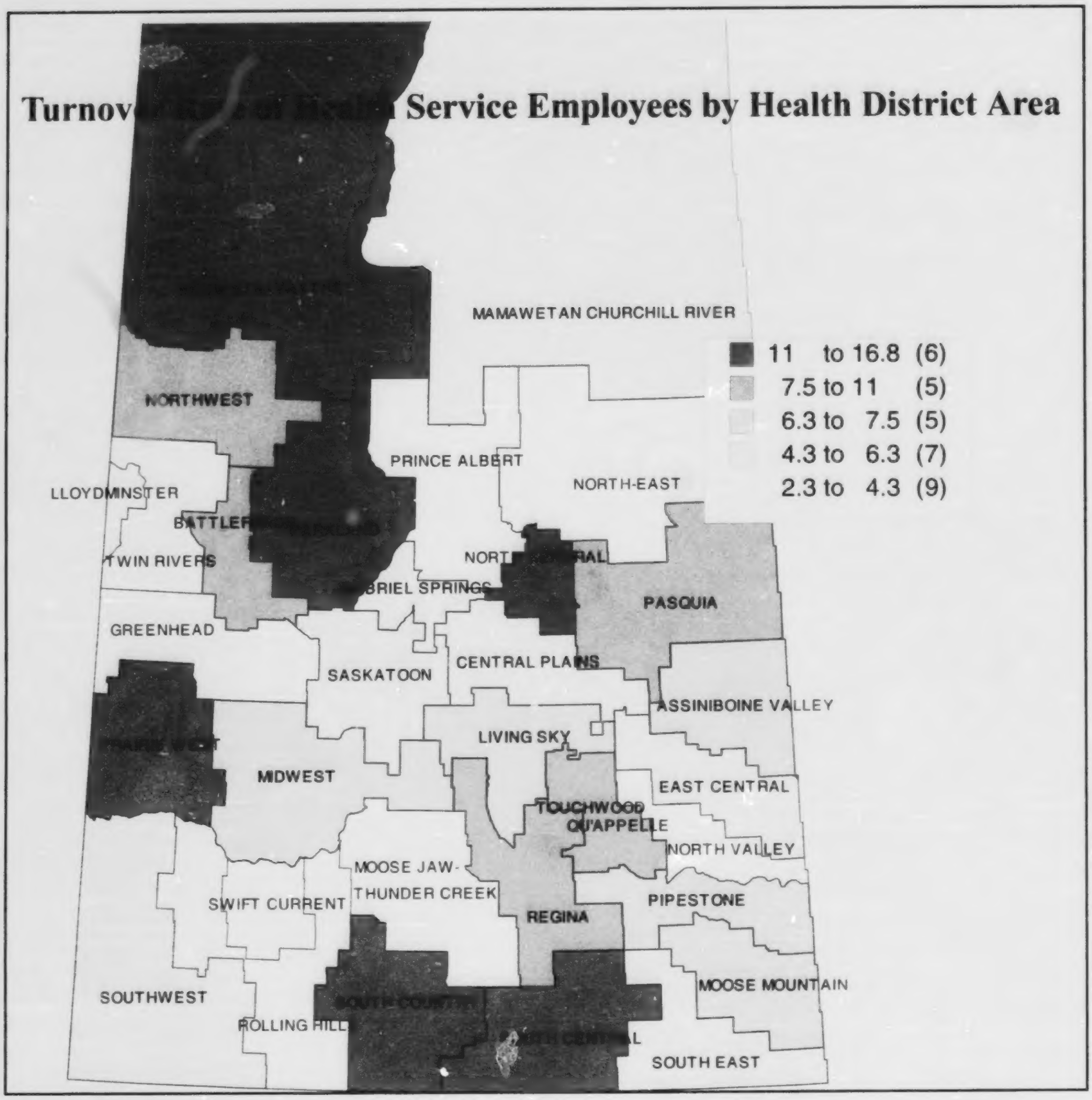
- Turnover is an indicator of the mobility of the workforce. Based on the survey responses, the occupations which had the greatest turnover rate increases in 1999 compared to 1998 are:
  - Advanced Emergency Medical Technicians
  - Electrocardiology Technologists
  - Nutritionists and Dieticians
  - Occupational Therapists
  - Respiratory Therapists

- The greatest reductions in turnover rates reported in 1999 were in the following occupations:
  - Dental Hygienists
  - Nuclear Medical Technicians
  - Primary Care Nurses
  - Recreation Therapists
  - Social Workers

- For turnover rates by health district, see Figure 11.

Table 2: Health District Employer Recruitment Efforts

Occupation	Are You Recruiting Outside Your District?					
		For which positions?			For How Long?	
	Yes	Casual	Part-Time	Full Time	Short-Term	Long-Term
Family Physician	23	1	1	21	8	15
Medical Specialists	10	0	0	10	1	9
RNs						
General	55	43	42	31	26	44
Primary Care	16	14	15	14	6	15
Public/Occupational Health	13	10	11	12	3	11
RPNs	25	22	19	13	12	19
LPNs	38	31	24	16	17	30
Home Care Aides	26	24	18	2	11	20
Nurse Aides	3	2	1	1	1	1
Special Care Aides	30	29	16	11	15	26
Pharmacists	2	0	2	2	0	1
PT's	21	8	11	18	5	14
O.T.s	16	8	9	15	5	10
PT/OT Assistant	5	1	2	3	2	2
MLT	10	4	5	6	3	8
MRT	7	3	3	4	3	5
CXLT/CCT	16	10	10	14	3	12
Diagnostic Medical Sonographers	5	0	2	5	0	5
Electrocardiograph Techs	0	0	0	0	0	0
Nuclear Medicine Techs	2	0	1	2	0	2
Radiation Therapists	1	1	1	1	1	1
Respiratory Therapists	3	0	2	3	1	3
Psychologists	6	0	0	7	1	6
Social Workers	6	0	2	5	3	2



Turnover Rate of Health Service Employees by Health District Area

MAMAWETAN CHURCHILL RIVER
NORTHWEST
PRINCE ALBERT
NORTH-EAST
LLOYDMINSTER
BATTLEFORDS
TWIN RIVERS
NORTH CENTRAL
GABRIEL SPRINGS
PASQUIA
GREENHEAD
CENTRAL PLAINS
SASKATOON
ASSINIBOINE VALLEY
LIVING SKY
PRAIRIE WEST
MIDWEST
EAST CENTRAL
TOUCHWOOD QU'APPELLE
NORTH VALLEY
MOOSE JAW-THUNDER CREEK
SWIFT CURRENT
PIPESTONE
REGINA
MOOSE MOUNTAIN
SOUTHWEST
SOUTH COUNTRY
ROLLING HILLS
SOUTH CENTRAL
SOUTH EAST
■ 11 to 16.8 (6)
▨ 7.5 to 11 (5)
□ 6.3 to 7.5 (5)
□ 4.3 to 6.3 (7)
□ 2.3 to 4.3 (9)

Figure 11.

- With competition for health services providers increasing, employers are having to take steps to actively recruit and retain staff. Table 3 summarizes the recruitment and retention strategies health district employers reported using in 1999.

Table 3: Strategies Employed by Health District Employers to Address Recruitment and Retention of Health Personnel

Strategies	Family Physicians	Medical Specialists	Registered Nurses	Registered Psychiatric Nurses	Licensed Practical Nurses	Physical Therapists	Occupational Therapists	Psychologists	EMTs	Medical Diagnostic Personnel	Health Care Aides	Social Workers
A. Financial Incentives												
• Employee Loan	4	2	10	9	2	1	1	1	1	3	1	0
• Signing Bonus	4	2	13	5	3	9	5	1	0	4	0	0
• Education Bursary	1	1	13	5	5	8	4	0	1	5	2	0
• Tuition Reimbursement	2	1	14	9	5	1	1	0	2	2	1	0
• Housing/Rental Assistance	13	4	10	4	1	3	1	3	1	3	1	1
B. Recruitment												
• Working with Immigration Canada	14	5	14	5	2	2	3	1	0	1	0	0
• Advertising Off-Shore	11	6	10	3	1	5	4	2	0	1	0	0
• Advertising Nationally	15	7	36	16	10	10	6	4	0	5	1	0
• Attending Recruitment Fairs	19	8	55	28	22	18	12	6	1	5	3	1
• Monitoring/Advertising on Websites	15	8	43	23	17	15	11	7	1	5	1	0
C. Retention												
• Researching/Analysing Workforce Data	2	3	20	10	12	5	5	1	1	5	2	0
• Partnering with Adjacent Districts	3	4	9	4	5	0	1	0	0	2	2	3
• Conducting Employee Job Satisfaction Survey	5	3	38	23	25	9	7	5	4	8	7	1
• Developing Employee Recognition Initiatives	4	3	47	24	30	11	9	6	6	11	5	3
• Increasing Input into Management Decisions	4	2	28	17	22	4	4	1	3	7	5	1
• Supporting Continuing Education	10	3	64	36	43	15	12	10	9	14	10	4
• Addressing Quality of Worklife Issues	11	3	43	28	31	8	8	7	6	10	7	2
• Developing District Training Programs to Improve Expertise	1	1	23	7	12	3	3	3	3	6	7	2
D. Utilization of Existing Staff												
• Creating Multi-Skilled Positions	1	0	11	9	4	1	1	1	2	1	2	1
• Converting Casual Positions to Permanent	1	0	24	16	14	1	1	1	2	3	6	0
• Creating Full-Time Float Pools		0	25	8	5	0	0	0	0	1	0	0
E. Other (Long-Term)												
• Promoting Health Occupations to Prospective Students	2	1	28	9	0	9	6	4	2	9	7	1
• Participating in Adopt-A-Student Programs	21	3	23	5	14	6	1	1	0	4	3	1
• Contacting Students in Training	14	4	36	15	8	13	6	1	2	7	3	0
• Encouraging staff to Act As Preceptors	11	4	27	9	13	9	6	3	2	4	2	2

Health Service Employees

- Health districts employed about 80% of all reported FTEs.
- Acute Care continues to have the largest group of health service providers. Hospital employees represented 35% of the total FTEs reported. Appendix 11 shows the percentage breakdown of employed FTE health service providers by service sector.
- See Figure 12 for a comparison of the 1998 and 1999 FTEs reported by health district authorities.

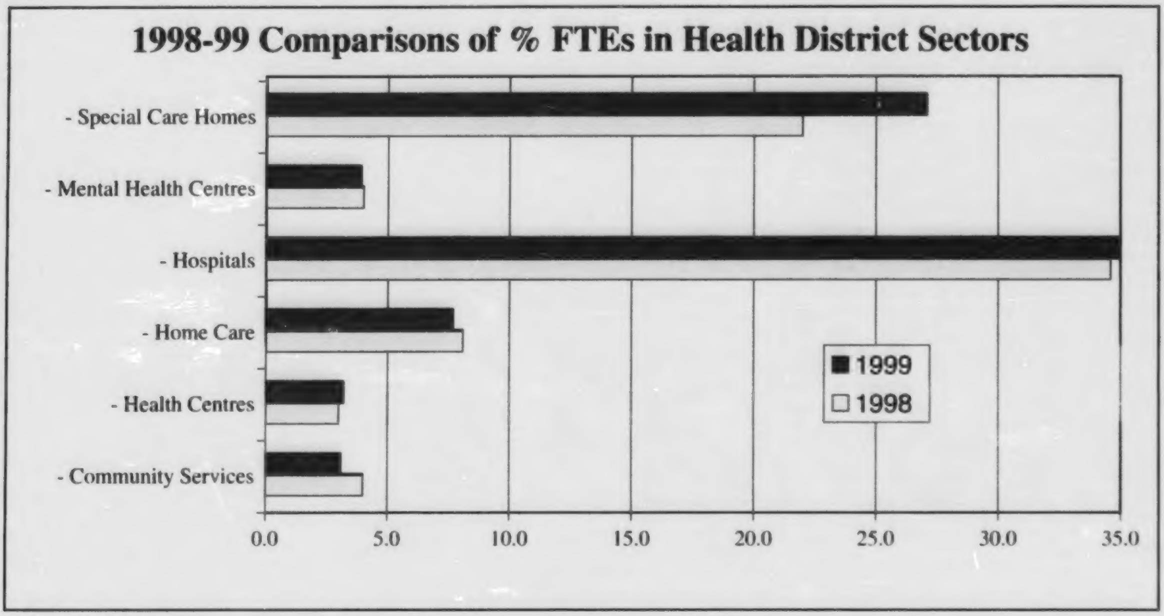


Figure 12.

Full-Time Equivalents (FTEs)

- An increase in FTEs indicates an increase in the amount of hours worked. This may indicate increases in demand for certain occupations. The greatest increases in reported FTEs from 1998 to 1999 are in the following occupations:
  - Licensed Practical Nurses
  - Health Educators
  - Home Care Aides
  - Advanced Emergency Medical Technicians
  - General and Specialized Nurses[4]
  - Special Care Aides

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[4] This category had a large increase in FTEs because it is the combined total of several nursing categories, which until this year, were each reported separately.

- The largest FTE decreases from 1998 to 1999 were reported in the following occupations:

- Certified Dental Assistants*	- Nurse Aides
- Dental Hygienists*	- Health Service Managers
- Dentists[*]	

- Appendix 12 and Figure 13 (below) report on district comparisons of FTEs per 1,000 population for all occupations surveyed.

- Health service FTEs are derived from total hours reported within each district where the work is done.
- FTEs are not limited to services provided only for residents within the health district; and
- Health service employees do not necessarily reside in the health district where they work.

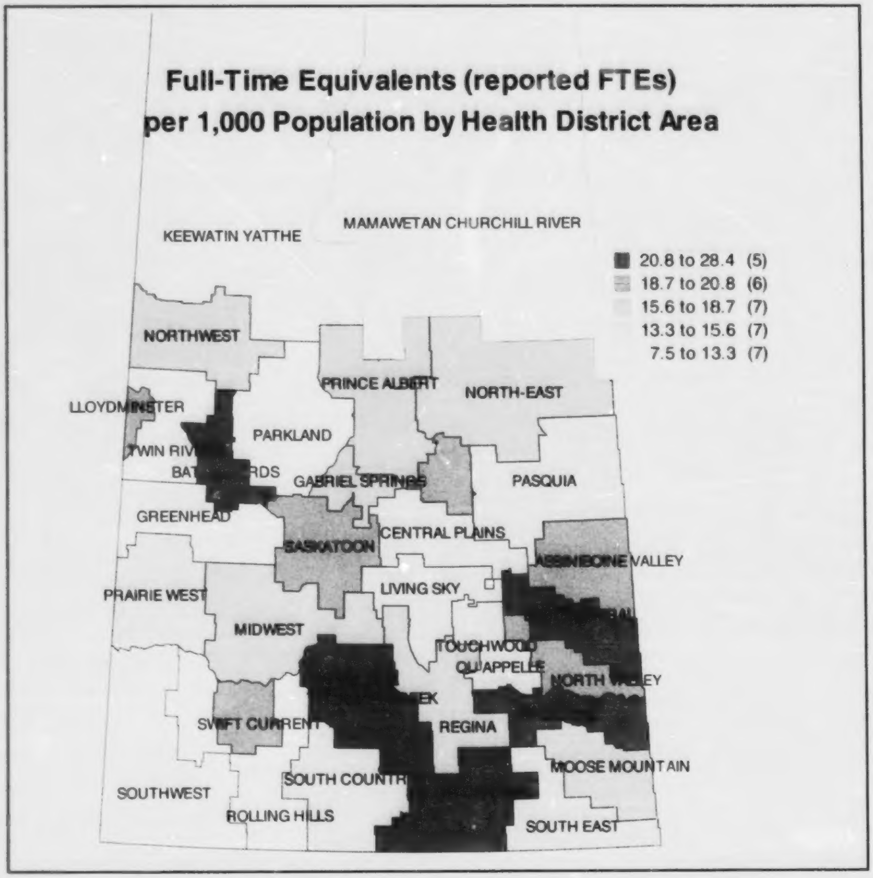
Full-Time Equivalents (reported FTEs)
per 1,000 Population by Health District Area
▇ 20.8 to 28.4 (5)
▒ 18.7 to 20.8 (6)
░ 15.6 to 18.7 (7)
13.3 to 15.6 (7)
7.5 to 13.3 (7)
KEEWATIN YATTHE
MAMAWETAN CHURCHILL RIVER
NORTHWEST
PRINCE ALBERT
NORTH-EAST
LLOYDMINSTER
PARKLAND
TWIN RIVERS
BATTLEFORDS
GABRIEL SPRINGS
PASQUIA
GREENHEAD
CENTRAL PLAINS
SASKATOON
ASSINIBOINE VALLEY
LIVING SKY
PRAIRIE WEST
MIDWEST
TOUCHWOOD
QU'APPELLE
NORTH VALLEY
SWIFT CURRENT
REGINA
MOOSE MOUNTAIN
SOUTH COUNTRY
SOUTHWEST
ROLLING HILLS
SOUTH EAST

Figure 13.

- Comparatively speaking, urban health districts or health districts where there is a concentration of more provincial services reported more health service FTEs per population than rural or northern health districts. However, neither Regina nor Saskatoon were among the top three FTEs per population, which included the Battlefords, East Central, South Central.

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[*] Recall that considerably fewer employees in the Dental sector were surveyed in 1999 compared with 1998.

SECTOR HIGHLIGHTS

Ambulance Occupations

- The Ambulance sector includes Emergency Medical Technicians (EMTs), Advanced EMTs, Paramedics and Other Ambulance Attendants.
- In 1999, reported Ambulance occupations totalled 1,148 employees or 538 FTEs.
- Figure 14 shows the percentage distribution.

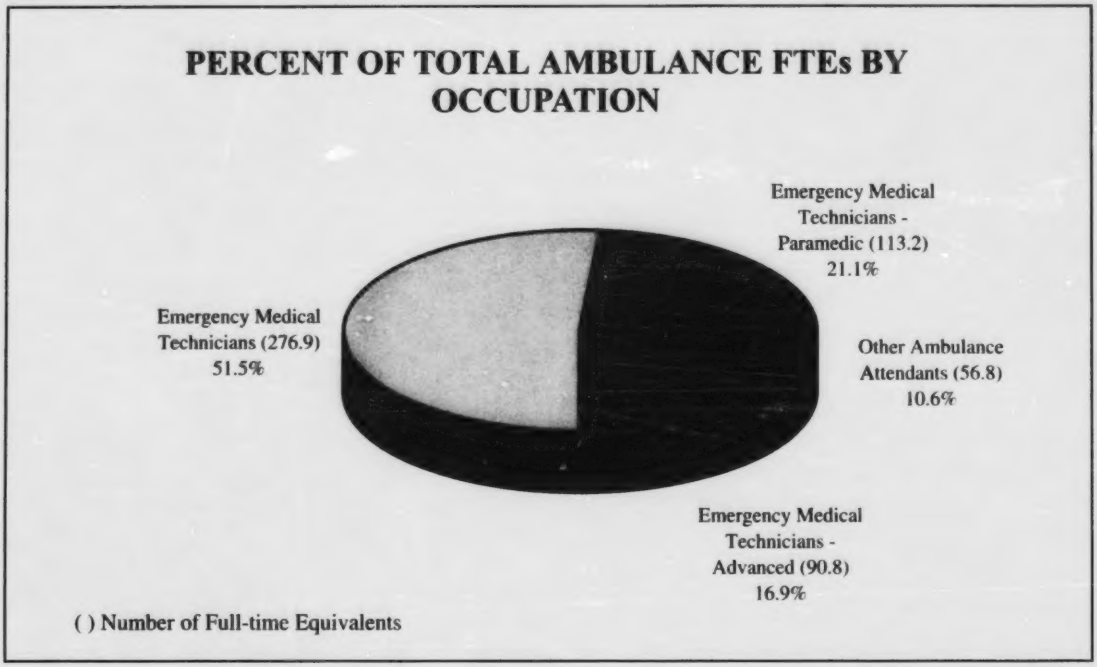

Figure 14.

- Of the 538 FTEs reported for Ambulance occupations, 76.8% were located in rural areas. The Regina Health District reported 13.7%, and the Saskatoon Health District 7.6% of Ambulance FTEs. There were 10 FTEs for Ambulance services reported in the north or 1.9% of the total Ambulance FTEs.
- Consistent with last year's survey, in 1999, males filled almost two-thirds (59.9%) of reported ambulance positions.
- Ambulance services employ the youngest employees of all sectors reported in 1999. Within this category, Other Ambulance Attendants, who are usually on-call for services are typically older volunteers in the community. And while the mean age for this group was 2 years above the sector average (M = 38.7 years), it was still below the average age of all health service employees (M = 39.2 years).

- Almost half (46.6%) of all Paramedics reported work in rural areas. The number of Paramedics employed remains at about 21% of the total Ambulance sector FTEs, which is a slight increase from the previous year.

- Of the reported Ambulance occupations, 32.8% of the employees worked full-time, down just 1% from 1998. Part-time employees decreased from 22.1% to 16.2% in 1998. The number of ambulance employees reported as working on a casual basis was 51.1%, a considerable increase from 1998 (43.5%).

- The biggest reason for the changes in part-time and casual employment may be due to variations in reporting from year to year. This year, several employers indicated that, regardless of hours worked, the 'on-call' status of their employees meant that they were paid as casual rather than full-time or part-time staff.

- The 1999 vacancy rate for all Ambulance occupations was 2.8%, almost half of the vacancy rate in 1998. This improvement was most notable in the EMT-Advanced occupation, which had a vacancy rate of 4.6%, down from 13.1% in 1998.

- Rural regions reported an aggregate vacancy rate of 3.4%,which is more than one percent better than 1998 when the vacancy rate was 4.5%. Some rural employers reported experiencing some difficulty in filling vacancies, particularly since the turnover rate is quite high (16.9%).

- The turnover rate of 14.7% for the Ambulance sector in 1999 was an increase of 2% from 1998. Ambulance occupations tend to have high turnover for two reasons: (1) increased experience and training can lead to different job classifications (e.g., EMT to EMT Advanced), and (2) many young people use their ambulance training and experience to get into different occupations (e.g., medicine, police).

- As was reported in 1998, the Saskatoon Health District area did not report any vacancies in Ambulance services. However, a big improvement was noted in the turnover rate, which decreased from 7.4% to 0%. The Regina Health District area also reported a vacancy rate of 0%, but the turnover rate was quite high (14.6%). Northern Saskatchewan did not report any vacancies or turnovers out of 10 FTEs.

- Only 41% of the survey's reported Ambulance FTEs came from the health districts. The remaining 59% came from private or non-profit organizations.

- Of those employers who offered comments (N = 47), the issues most often reported as affecting recruitment and retention of ambulance staff within a particular district included:
  - A shortage of qualified candidates (n = 34)
  - Lack of available full-time positions (n = 32)
  - Pay schedule does not attract candidates (n = 29)
  - Education program is not readily accessible (n = 19)
  - Turnover rate is high (n = 18)
  - District is geographically remote (n = 17)
  - Employers can't compete with union wage (n = 14)

Dental Occupations[1]

- Dental occupations surveyed in 1999 consisted of Dentists, Certified Dental Assistants, Uncertified Dental Assistants, Denturists, Dental Hygienists, Dental Technicians and Dental Therapists.

- Employers in Dental occupations reported 445 employees or 358.9 FTEs in 1999.

- Certified Dental Assistants were reported to comprise the largest group of Dental occupations at 36.4% or 130.7 FTE positions. Dentists were the second largest group reported at 19.2% or 68.8 FTE positions.

- See Figure 15 for detailed breakdown of Dental occupations.

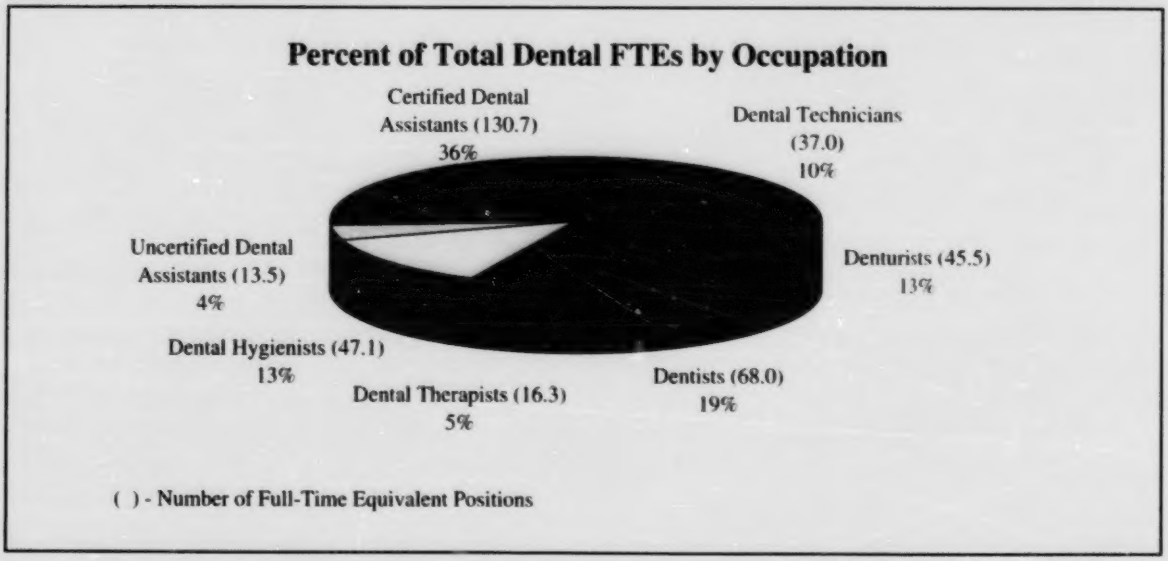

Figure 15.

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[1] A large number of employers of dental occupations were not surveyed in 1999. While the overall response rate for this category was consistent with the previous year, the total number of respondents was markedly decreased. Thus, the use of this information in any context is strongly discouraged.

- Of the 445 available reported Dental positions, 69.0% were full-time positions, 29.4% were part-time and 1.0% were casual positions. Full-time employment in the Dental occupations (n= 63.3) rose by almost 6% from 1998.

- See Figure 16 for a breakdown of Employment status of all Dental occupations surveyed in 1998.

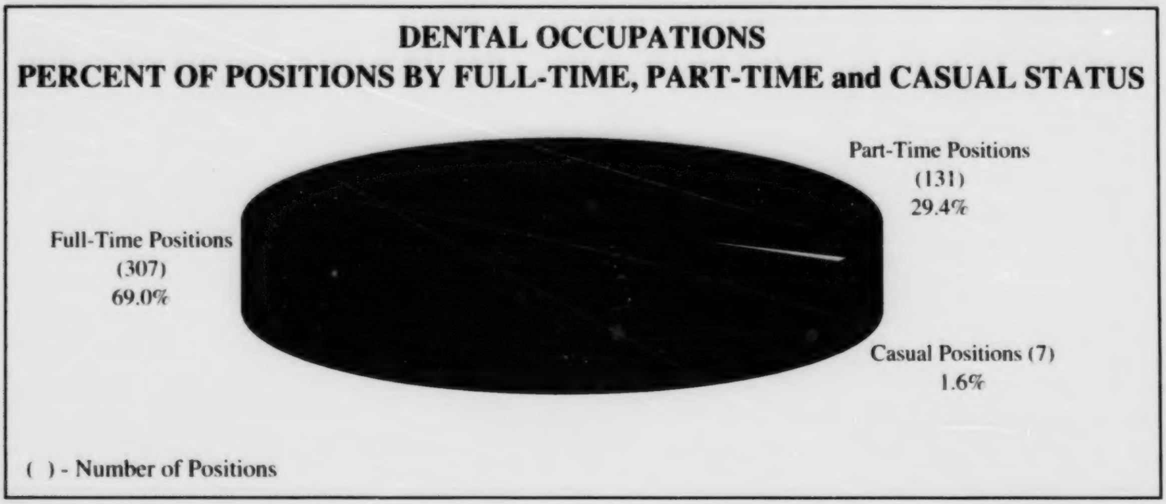


Figure 16.

- The Dental occupations reported 33.3% males and 66.7% females. In 1999, the proportion of females reported working as Dentists, compared to 1998, remained constant at about 17%. In 1999, only one male was reported working as a Certified Dental Assistant, a decrease of 6.5% from 1998. (Ninety-three percen of reported Certified Dental Assistants were female.) Similarly, only one male dental hygienist was captured in this survey.

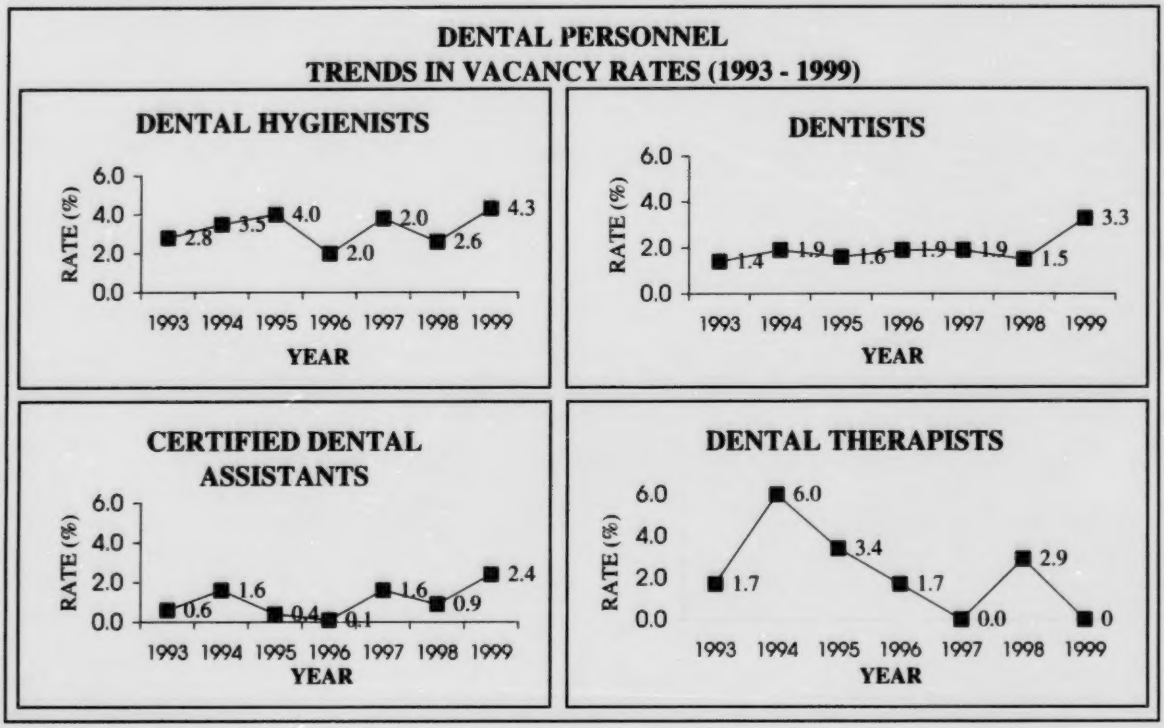
- There was a large age range reported within the Dental sector. In 1999, the youngest Dental occupation, Certified Dental Assistants averaged 33 years, while the oldest occupation, Dental Technicians averaged 49.7 years. The average age of other Dental employees was as follows: Dentists: 42 years, Dental Hygienists: 37 years, Uncertified Dental Assistants: 45 years, Denturists: 41years, and Dental Therapists: 40 years.

- Of all reported Dental FTEs in 1999, 73% worked in dentist offices. The rest of the Dental sector worked in Dental/Denturist Labs and the Health Districts.

- The distribution of Dental service providers in Saskatchewan reported for 1999 revealed 41.7% worked in rural areas, 29.4% worked in Regina, and 28.9% worked in Saskatoon. No Dental service providers were reported for either of the two Northern district areas.

- The vacancy rate for Dental occupations was slightly higher than the provincial average at 2.4%, an increase of 0.7% from 1998.

- See Figure 17 for detailed breakdown of selected Dental occupations and their vacancy rate trends reported over the past 6 years.



DENTAL PERSONNEL
TRENDS IN VACANCY RATES (1993 - 1999)

DENTAL HYGIENISTS

DENTISTS

CERTIFIED DENTAL ASSISTANTS

DENTAL THERAPISTS

Figure 17.

- With only 3 reported vacancies, Dental Hygienists had the highest vacancy rate (4.3%) of the Dental occupations surveyed. The vacancy rate for Dental Hygienists in rural locations was 6.1%; vacancy rates were 0% in Saskatoon and 4.2% in Regina.

- Vacancy rates for both Dental Technicians and Dental Therapists decreased from the previous year, with no reported vacancies.

- The proportion of turnovers reported for the Dental sector decreased slightly from 1998, yielding a turnover rate of 5.3%, which is below the provincial average.

- In general, very few employers (N = 20) offered comments regarding recruitment of dental staff. The two main themes that emerged were 1) concern that both practising dentists (n = 5) and new grads (n = 4) leaving the province due to the level of taxation in Saskatchewan compared with neighbouring provinces, and 2) a shortage of dental assistants (n = 5) and hygienists (n = 4).

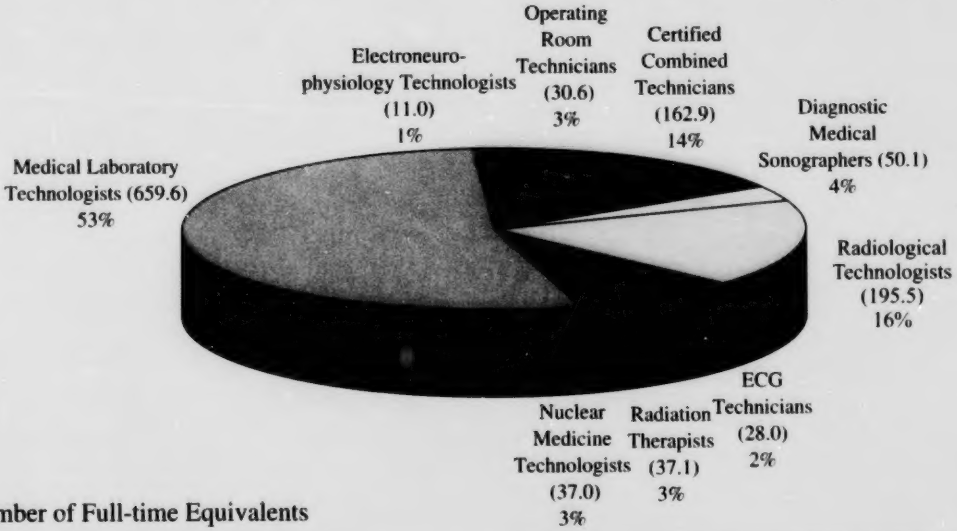
Diagnostic and Therapeutic Occupations

- The following health service occupations are included in this sector: Medical Laboratory Technologists, Diagnostic Medical Sonographers, Respiratory Therapists, Operating Room Technicians, Combined Laboratory and X-Ray Technicians, Electrocardiograph Technicians, Radiological Technologists, Radiation Therapists, Nuclear Medicine Technologists, and Electroneurophysiology Technologists.

- Medical Laboratory Technologists continued to make up the largest number of reported FTEs at 650 or 53.5% of the Diagnostic and Therapeutic Occupations sector.

- See Figure 18 for the occupational composition of this sector.

PERCENT OF TOTAL DIAGNOSTIC AND THERAPEUTIC FTEs by OCCUPATION



( ) Number of Full-time Equivalents

Figure 18.

- Females continue to occupy the majority of reported positions (91.7%) in the Diagnostic and Therapeutic sector, an increase of 2.9% from 1998.

- The average ages reported for employees in this sector ranged from 33.5 years of age for Radiation Therapists to 48.3 years for Operating Room (OR) Technicians.

- Eighty percent of all Diagnostic occupations reported were either full- or part-time. Thus, the average percentage of casual employees in this occupation category was 20%, but covered a considerable range with 0% of Nuclear Medicine Technologists as casual up to 38.3% of Combined Laboratory and X-ray Technicians reportedly working on a casual basis.

- From the FTEs calculated in 1999, 37.3% of all Diagnostic health providers were reported working in rural areas; 32.5% in Saskatoon; 29.5% in Regina, and 0.7% in northern Saskatchewan.

- Most (90.5%) of the Combined Laboratory and X-ray Technician FTEs were reported working in rural Saskatchewan.

- As in previous years, all Nuclear Medicine Technologists were reported as being full-time employees.

- Decreased numbers of FTEs, compared to 1998 were reported in the following occupations: Combined (-10)->5.9%; Diagnostic Medical Sonographers (-15)->30.7%; Nuclear Medicine (-10)->27.6%. Some of these changes may have been due to the difference in response rates by employers from year to year (i.e., Medical Labs – provincial government very low response rate). See Appendix 10 for more detail.

- Due to the low availability of specialized training and the considerable costs associated with over staffing just in case a position becomes vacant, vacancies within this sector have become a provincial concern. In 1999, the vacancy rate for all diagnostic occupations increased 0.5% from 1998 to 2.1%. Of particular concern were Medical Sonographers and Electroneurophysiology Technicians who each reported high vacancy rates, at 13.0% and 15.4% respectively.

- Although up slightly (0.2%) from last year, the turnover rate (4.8%) was lower than the provincial average.

- See Figure 19 for a detailed breakdown by selected Diagnostic Occupations.

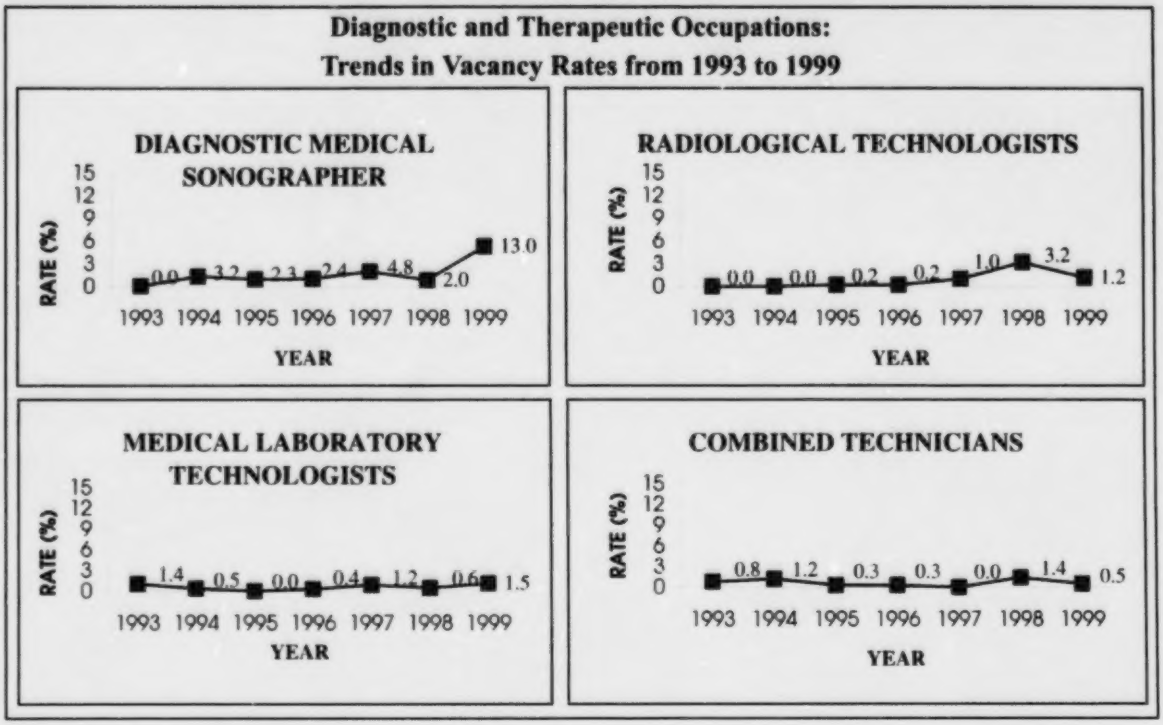


Figure 19.

- As seen in Figure 19, vacancy rate decreases were reported for Radiological Technologists and Combined Laboratory and X-ray Technicians.

- The average number of FTEs reported for this sector increased slightly from the previous year. For Medical Laboratory Technologists, the FTEs per 1,000 population remained steady at 0.6; Radiological Technologists reported 0.2 FTEs per 1,000 population and Combined Laboratory and X-ray Technicians reported 0.1 FTEs per 1,000 population. (See Appendix 12.)

- Primarily employed within health districts, health district employers commented on the current shortage of Combined Lab and X-ray Technologists (CLXTs), radiological technologists (MRTs), medical lab technologists (MLTs) and Medical Diagnostic Sonographers. For a more detailed summary of the health district employer comments about the recruitment and retention issues of diagnostic and therapeutic occupations see Tables 1-3 in the first section of this report.

- Some private health service employers were also concerned about the recruitment and retention of Sonographers and MRTs.

- Urban health districts reported demand for a more specialized type of Diagnostic and Therapeutic professional, such as Cytotechnologists, Cytogenetists, Biomedical Engineers, Perfusionists and Pulmonary Function Technologists, Health Research Scientists and Research Assistants.

Social Workers, Psychologists and Related Occupations

- This sector includes Social Workers, Social Service Workers, and Psychologists. Figure 20 shows a percentage breakdown by occupation.

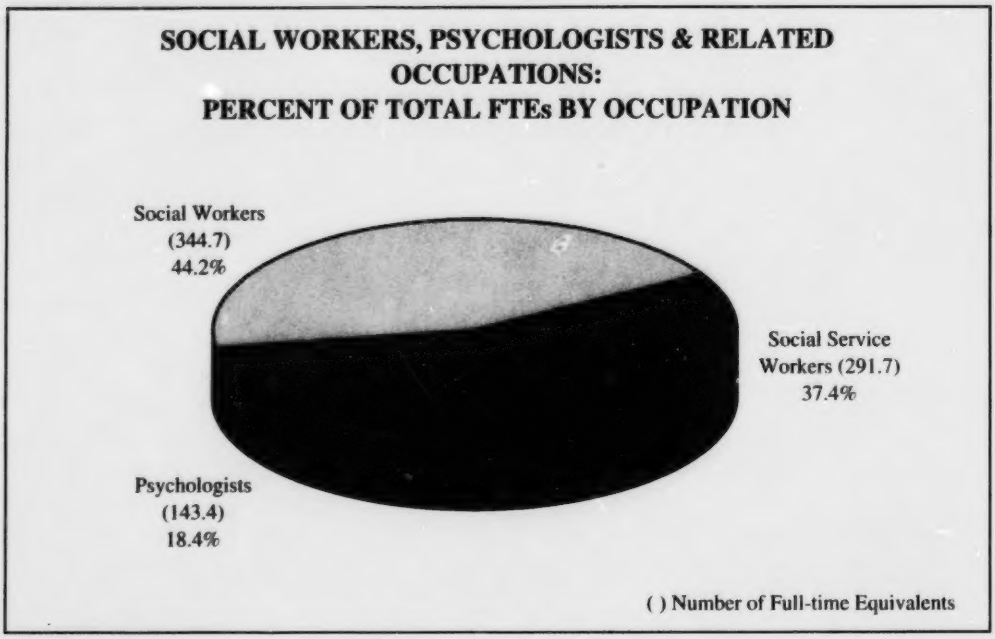


Figure 20.

- Down slightly from 1998, the proportion of males in this sector decreased from 38.2% to 33.2%.

- In 1999, 50% fewer positions were reported as being full-time compared to 1998. Northern Saskatchewan reported 63.2% full-time employees; Regina reported 44.5% full-time; Saskatoon 45.3%; and rural Saskatchewan reported 58.6% full-time employees.

- The vacancy rate for this sector was much improved over 1998, dropping from 5.5% to 2.1%. Similarly, the turnover rate for this sector also improved, as it was 8.3% in 1998 but was 3.6% in 1999.

- The greatest change in vacancy rate for this sector was reported by Psychologists who went from a 12.6% vacancy rate in 1998 to 5.5% vacancies in 1999. The vacancy rates for Psychologists were 9.5% in Saskatoon (with a 13% turnover rate), 5.5% in Regina, and 2.5% in rural areas.

- Northern Saskatchewan reported two vacant positions in this sector, one for a Social Service Worker and one for a Social Worker in 1999.

- Mainly employed by health districts, very few employers provided comments specifically about this sector. The few comments offered (see Tables 1-3) mentioned a perceived shortage of psychologists. Contributing factors included the fact that there is no accredited program for registered psychologists in Regina, and the current pay scale for psychologists does not attract people to the profession.

- While no employer comments were reported for the two social work occupations, several employers (n = 6) did indicate that they are actively recruiting social workers (see Table 2).

- Due to continued growth in the spontaneous reporting of the separate category, Addiction Counsellors, this occupation will be added to the 2000 Health Employer Survey. Addiction Counsellors were more frequently reported in rural and Northern areas as part of their mental health services which they are designing to meet specific needs in their population and culture.

Nursing Occupations

- The Nursing sector includes the three Registered Nurse (RN) categories of General and Specialized Nurses, Public Health Nurses, Primary Care Nurses, as well as Psychiatric Nurses (RPNs) and Licensed Practical Nurses (LPNs).

- The Nursing sector recorded 11,742 employees or 7,364.1 FTEs in 1999.

- The Nursing sector was the largest health service sector, accounting for more than 39% of the total FTEs reported in 1999.

- Females continued to dominate Nursing occupations at 97.2% of all Nurses, with little change from 1998. General and Specialized Nurses were 97.6% female, Public Health Nurses were 98.5% female, Primary Care Nurses were 92.1% female, RPNs were 90% female; and LPNs were 98.5% female.

- The average ages of employees in the Nursing occupations ranged from 42 years to 43 years: General and Specialized (43); Public Health (42), Primary Care (42), RPNs (42); and LPNs(43). All groups have aged by approximately one year from 1998, indicating a fairly static occupational group.

- In 1999, General and Specialized Nurses were reported to account for 71% of the entire nursing FTEs.

- See Figure 21 for the FTE composition of the Nursing sector.

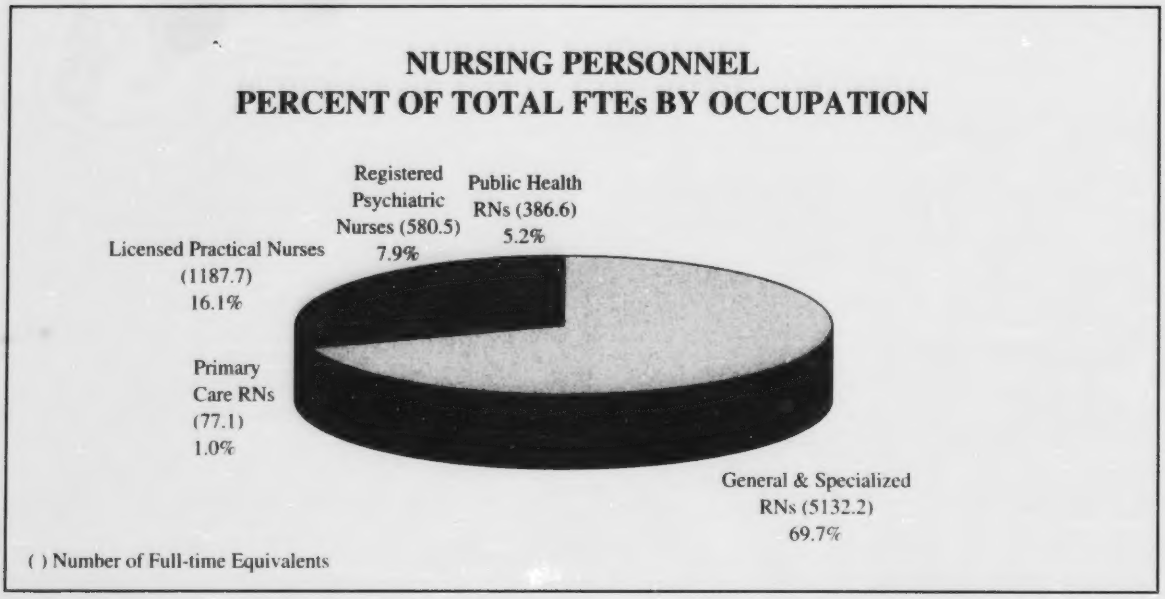


Figure 21.

- See Figure 22 for the composition of employment status of Nursing occupations.

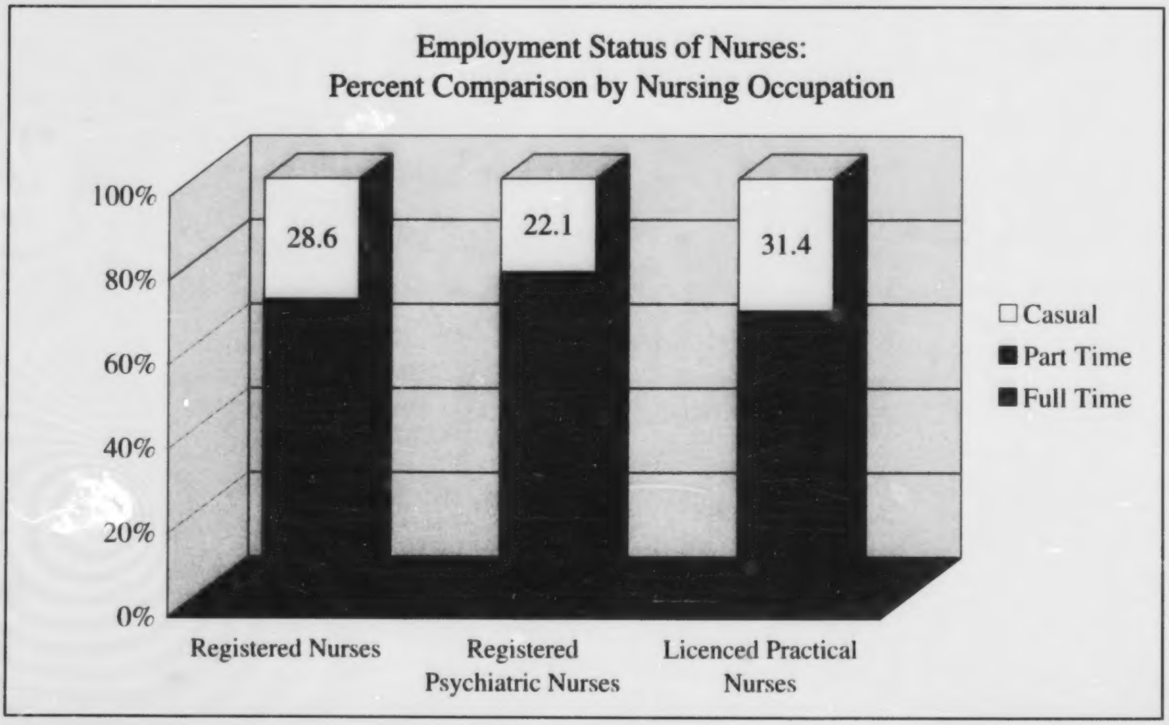


Figure 22.

- In 1999, the percent of Nursing employees reported to be working full-time increased from 36.6% (1998) to 38.0% (1999). The proportion of part-time nurses was 33.4% and the proportion of casual nurses was 28.5%.
- Rural Saskatchewan employed 50.9% of all reported LPNs (604 FTEs); Saskatoon employed 17.8% of LPNs; Regina reported 25% of the LPNs and 0.9% of LPNs worked in northern Saskatchewan.
- Almost 50% of the FTEs for RPNs were reported in rural Saskatchewan; 18.2% in Saskatoon 35.7%; in Regina; and 0.5% in northern Saskatchewan.
- The majority (39.3%) of all General and Specialized Nurse FTEs were reported in rural Saskatchewan; 34.2% in Saskatoon; 26.0% in Regina; and only 0.5% of General and Specialized Nurse FTEs in northern Saskatchewan.
- Figure 23 compares the trends in vacancy rates of the three Nursing occupations over 6 years.

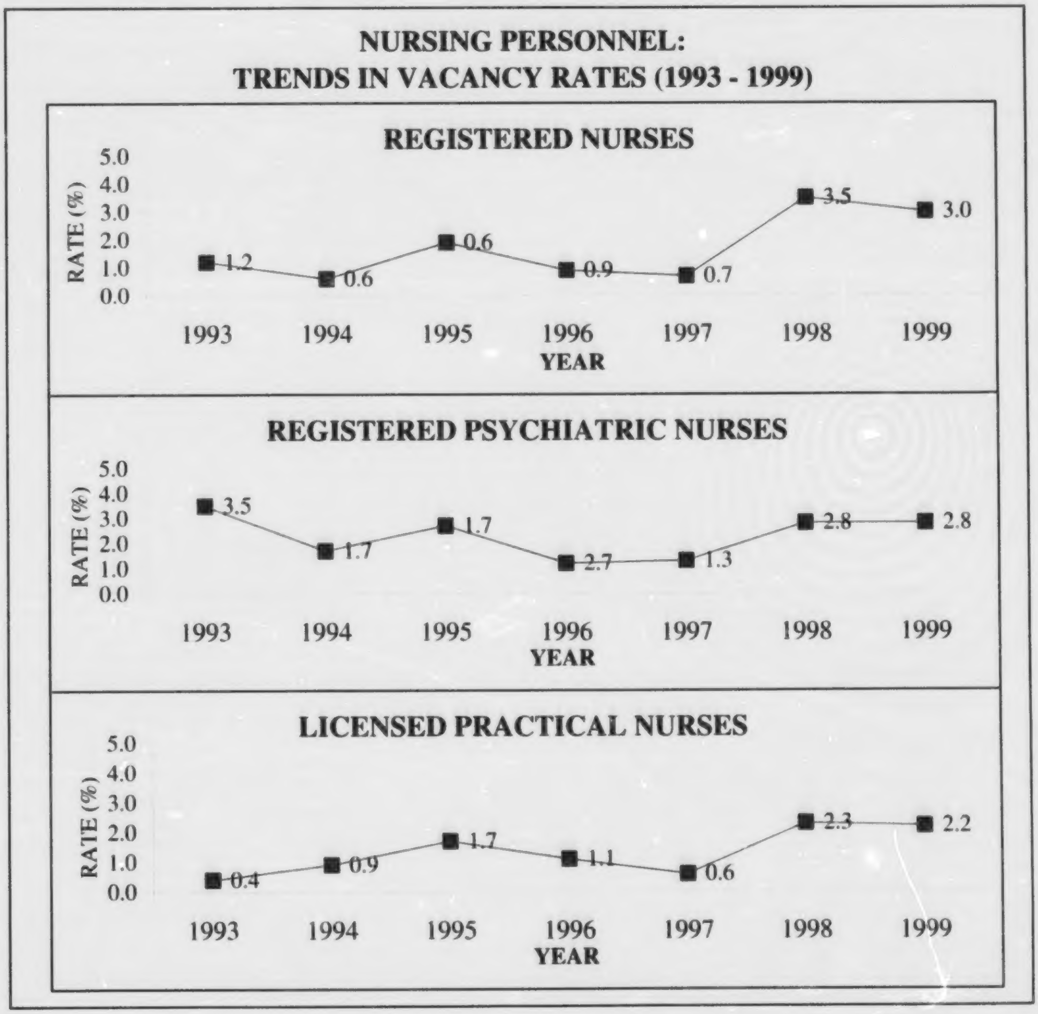


Figure 23.

- The vacancy rate for all Nursing occupations in the province was calculated at 2.8%. Although this is higher than the vacancy rate for all health service occupations in 1999 (2.1%), the nursing vacancy rate demonstrated a 0.5% decrease since 1998.

- The vacancy and turnover rates in the three main Nursing categories were as follows: RNs: 3.0% vacancy and 5.9% turnover rate; RPNs: 2.8% vacancy and 4.9% turnover; and LPNs: 2.2% vacancy and 5.7% turnover.

- For a regional comparison of Nursing vacancy and turnover rates, see Figure 24.

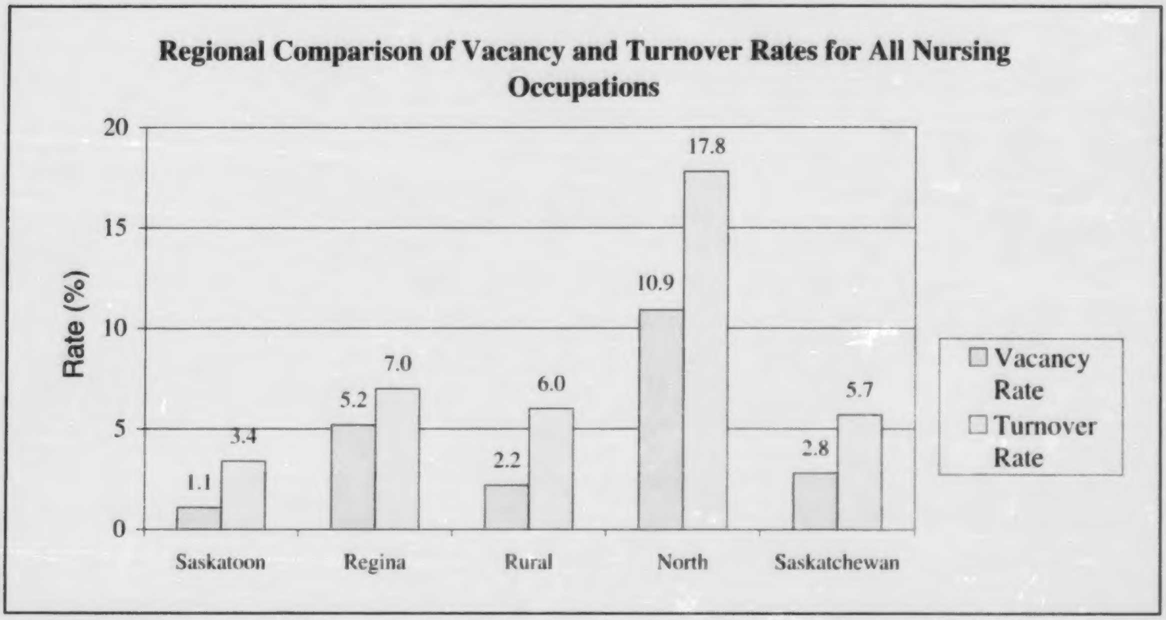


Figure 24.

- In northern Saskatchewan, vacancy and turnover rates for all Nursing occupations were reported at 10.9% and 17.8%, respectively. Despite considerable variability in the vacancy and turnover rates reported by each region, all areas reported their turnovers as being higher than their vacancies. This trend typically indicates normal employment activity.

- The reported turnover rate for all Nursing occupations increased 0.9% from the previous year to 5.7%. It is still, however, lower than the average turnover rate of 6.6% for all health service occupations.

- Regional comparisons of FTEs provided by the major Nursing occupations are reported in Figure 25.

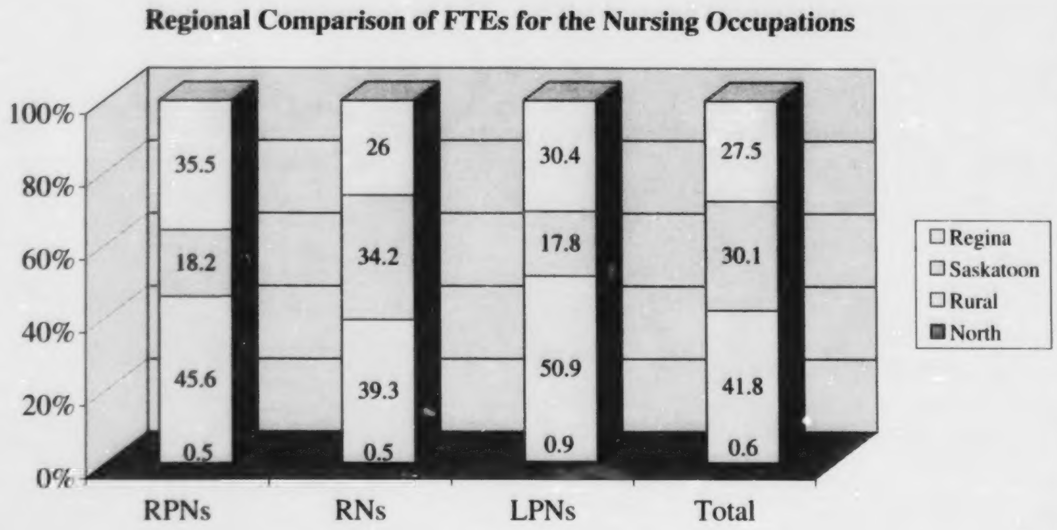


Figure 25.

- Almost half the Registered Psychiatric Nurses and Licensed Practical Nurses were reported as working in rural Saskatchewan. RPNs and LPNs were in greater demand in Regina than in Saskatoon. However, Saskatoon employed more RNs than Regina.

- See Figure 26 for a district-by-district comparison of the vacancy rate for all Nursing occupations reported in 1999.

- Nursing FTEs reported in 1999 increased by 3.4% from 1999,yet the number of Nursing positions increased by just 0.9%. This difference may in part be explained by the nursing positions that were introduced in 1998. Since these new positions were implemented part way through the year, the positions were included in this survey. However, since this survey uses 'hours worked' to calculate FTEs, the hours reported for the nurses in these positions yielded only partial FTEs.

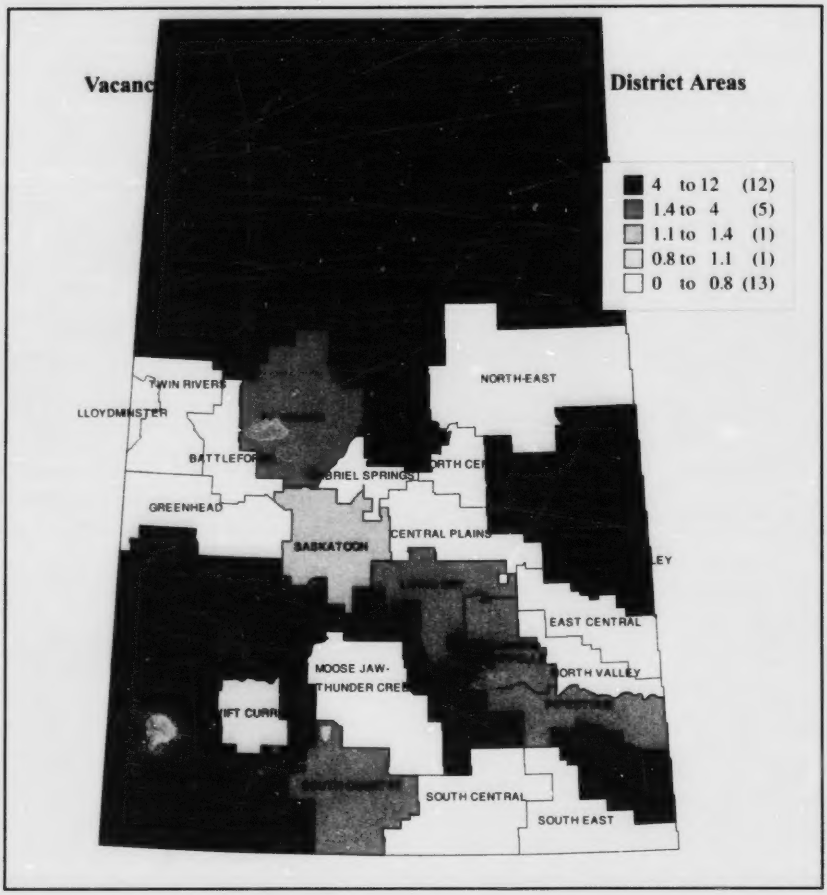

Vacanc
District Areas
4 to 12 (12)
1.4 to 4 (5)
1.1 to 1.4 (1)
0.8 to 1.1 (1)
0 to 0.8 (13)
TWIN RIVERS
LLOYDMINSTER
NORTH-EAST
BATTLEFO
BRIEL SPRINGS
ORTH CE
GREENHEAD
CENTRAL PLAINS
SASKATOON
EY
EAST CENTRAL
MOOSE JAW-
THUNDER CRE
ORTH VALLEY
IFT CURR
SOUTH CENTRAL
SOUTH EAST

Figure 26.

- The average number of FTE RNs per 1,000 population was 5.4, up 0.2 from 1999; LPNs, increased slightly to 1.2 LPNs per 1,000 populations; and RPNs had the same proportion of FTEs as the previous two years, 0.6. (See Appendix 12 for more detail.)

- Of the health district employers who provided comments, 55 reported issues related to the recruitment and retention of Registered Nurses. The following issues were of particular concern: 1) lack of full-time positions; 2) a shortage of qualified candidates; and 3) feeling that the current union contract hinders recruitment. (See Table 1 for a complete summary.)

- Based on the reported recruitment efforts (see Table 2), it would appear that most health districts were actively trying to recruit casual and part-time nurses.

- Thirty-eight health district employers commented on the recruitment and retention of Licensed Practical Nurses, and 25 were concerned about Registered Psychiatric Nurses.

- Health service employers reported few issues with RPNs.

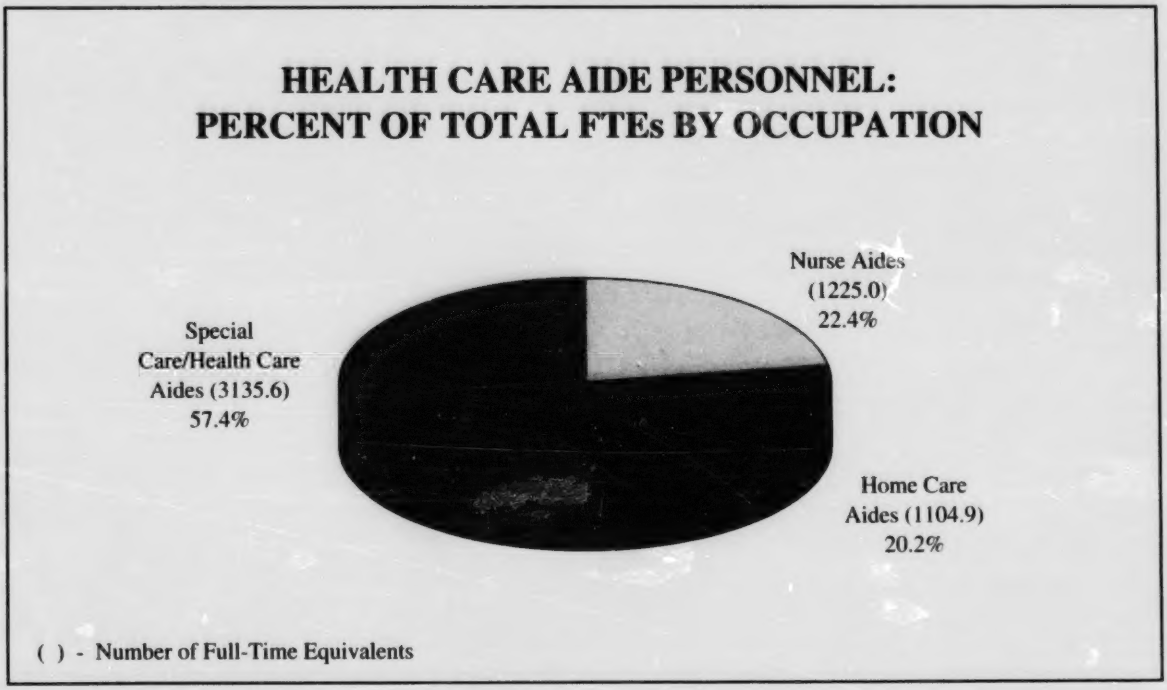
- Most comments suggest that despite the decrease in vacancy rate to 3.0%, several health districts anticipate difficulty in recruiting and retaining Nurses, RNs in particular.

- Table 3 shows that most recruitment strategies reported are directed towards nurses. Some health districts are paying for bursaries, registration/licensing fees and other additional benefits to attract and keep RNs and LPNs. Career development and upgrading are issues in recruiting and retaining employees, as well as financial incentives to retain RNs and incentives to recruit new RNs.

- Some health districts are re-evaluating health services and the roles of Nurses to determine the skills and qualifications required for specific tasks. For instance, many LPNs are qualified to administer medications. Personal Care Home administrators are also expressing an interest in expanding the skills and duties of LPNs.

Health Care Aides

- This sector consists of Special Care/Health Care Aides, Nurse Aides and Home Care Aides. Figure 27 shows their percentage by FTEs and total counts reported in Saskatchewan.


HEALTH CARE AIDE PERSONNEL: PERCENT OF TOTAL FTEs BY OCCUPATION

( ) - Number of Full-Time Equivalents

Figure 27.

- The Health Care Aide sector reported 9,266 employees or 5,375.5 FTEs, slightly more FTEs than reported in the previous year.

- Health Care Aides constituted about one-quarter or 28.7% of total health service employees reported in 1999, up from about 26.4% in 1998.

- The Health Care Aide breakdown by employment status was reported as 31.7% full-time, 36.6% part-time and 31.7% casual; both full-time and casual employment increased since last year, while part-time employment decreased by almost 5%.

- Special Care/Health Care Aides were represented by 5,071 employees in 1999; employers answering this survey also report these Aides working a total of 3,136 FTEs. This occupational category was the second largest health service provider group surveyed, after General and Specialized Nurses.

- Ninety-six percent of Health Care Aides were reported to be females, up slightly (0.7%) from 1998.

- The average ages[2] in the three Health Care Aide occupations were as follows: Special Care/Health Care Aides: 41years; Nurses Aides: 40 years; and Home Care Aides: 42 years. Assuming these estimates of age are correct, it is interesting to note that the average age for all three groups are the same as the previous year's estimates. This suggests that more younger people are entering the profession, more of the older employees are leaving the profession (e.g., through retirement) or some combination thereof.

- The majority of reported FTE positions in this sector (62.8%) were located in rural Saskatchewan. This is a 12% decrease from 1998, which was most likely affected by the increased reports of Health Care Aides employed in Regina (20.1%, an increase of 15%). Saskatoon employed 16.3% of the health Care Aides in 1999 and northern Saskatchewan employed 0.9% of Health Care Aide FTEs.

- The vacancy rates for Health Care Aide occupations (0.6%) continued to be much lower than the provincial vacancy rate (2.1%). The turnover rate increased from 1998 by 1.3% to 7.2%.

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[2] The average ages were calculated based on only the surveys providing the average age for each of theHealth Care Aide professions.

See Figure 28 for a district-by-district distribution of the 1999 vacancy rates for Health Care Aides.

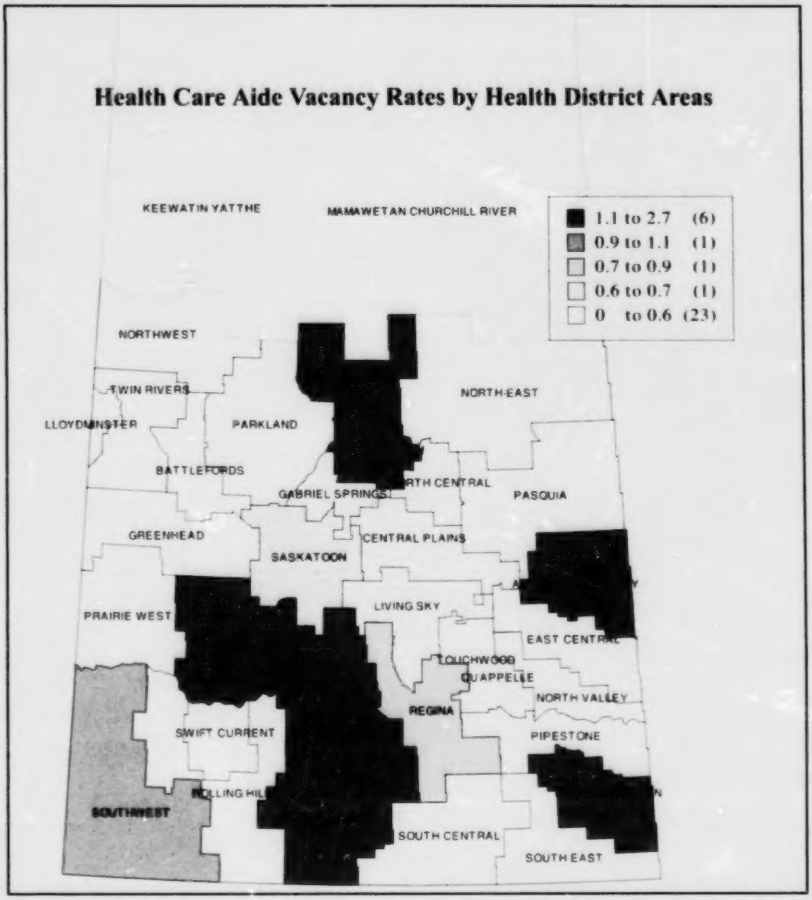
Health Care Aide Vacancy Rates by Health District Areas
■ 1.1 to 2.7 (6)
▨ 0.9 to 1.1 (1)
☐ 0.7 to 0.9 (1)
☐ 0.6 to 0.7 (1)
☐ 0 to 0.6 (23)
KEEWATIN YATTHE
MAMAWETAN CHURCHILL RIVER
NORTHWEST
TWIN RIVERS
LLOYDMINSTER
PARKLAND
NORTH-EAST
BATTLEFORDS
GABRIEL SPRINGS
RTH CENTRAL
PASQUIA
GREENHEAD
CENTRAL PLAINS
SASKATOON
LIVING SKY
PRAIRIE WEST
EAST CENTRAL
TOUCHWOOD QU'APPELLE
NORTH VALLEY
REGINA
SWIFT CURRENT
PIPESTONE
ROLLING HIL
SOUTHWEST
SOUTH CENTRAL
SOUTH EAST

Figure 28.

- For regional comparisons of vacancy and turnover rates for each of the reported Health Care Aide occupations, see Figure 29.

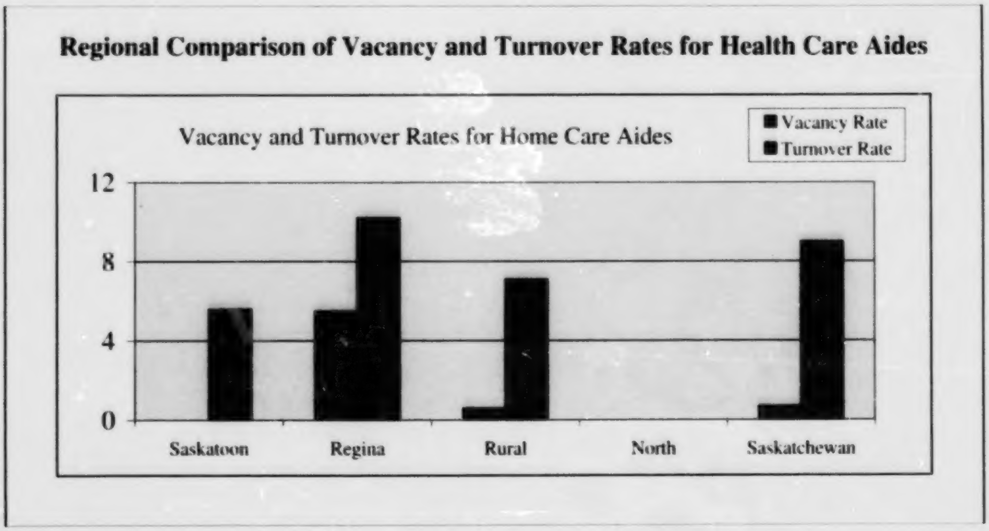

Figure 29.

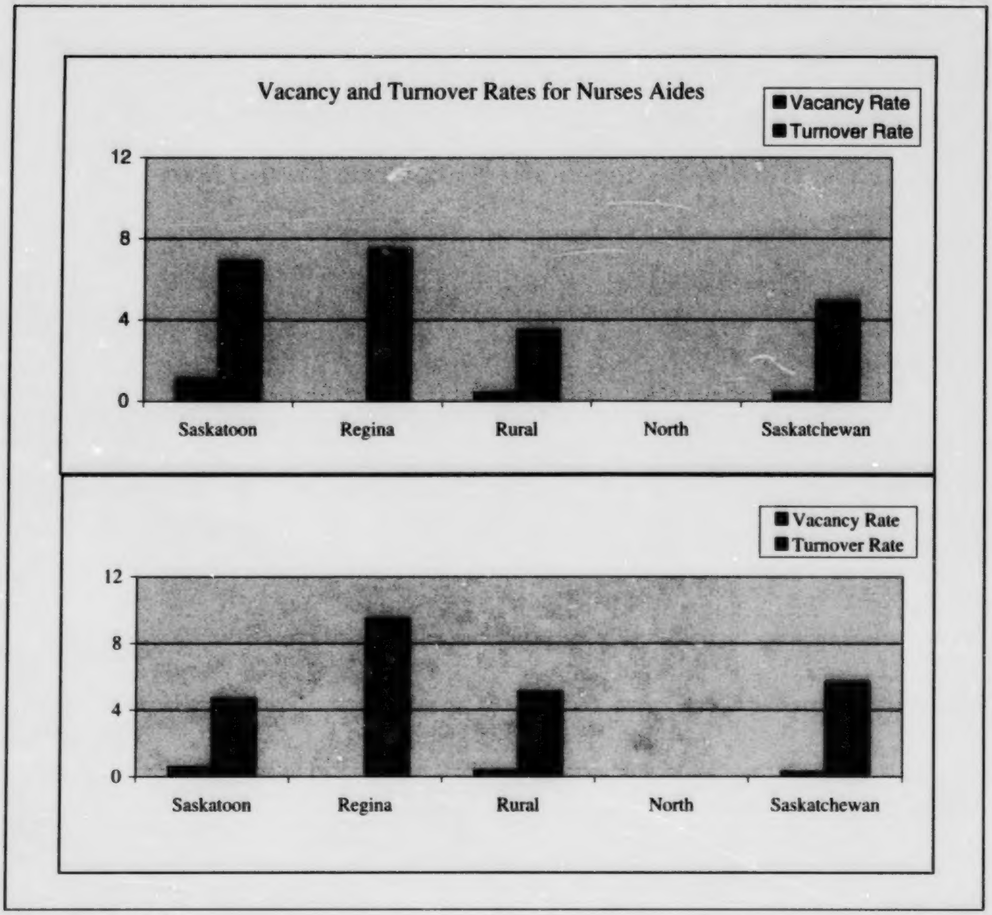

Figure 29, cont'd.

- In 1999, the FTEs per 1,000 population reported for Special Care/Health Care Aides was 3.0; for Home Care Aides, it was 1.0; and for Nurse Aides, it was 1.2. Overall, there were 5.2 Health Care Aide FTEs per 1,000 population. (See Appendix 12.)

- There were very few comments provided with respect to Health Care Aides. However, of those reported, three themes emerged:
  - Difficulty in attracting Special Care and Health Care Aide Occupations for casual/relief work.
  - Due to increasing competition for staff, it is becoming more difficult for private employers to retain staff as they are unable to match union wages.
  - The high cost of the HCA/SCA program is a deterrent. Presently, this program is only available on site is Saskatoon. To take the HCA/SCA training off-site results in numerous additional costs (e.g., higher costs of courses taken individually rather than all at once; 'hiring' a supervisor or preceptor) that are incurred by the student.

- Employers are concerned about the lack of recruitment and retention incentives in the Health Care Aide occupations. Some report that training courses are too expensive for those who wish to pursue training in this area.

Rehabilitation Occupations

- Occupations within the Rehabilitation sector include Physical Therapists (PTs), Occupational Therapists (OTs), PT and OT Assistants/ Attendants, Exercise and Recreation Therapists, Audiologists, Speech Language Pathologists, Chiropodists/Podiatrists, and Prosthetists and Orthotists.
- The Rehabilitation sector reported 1,198 employees or 900.7 FTEs, about 30 more FTEs reported than in 1998.
- Physical therapists comprised 25.4% of the FTEs reported in Rehabilitation. Occupational Therapists were next at 18.1%.
- Due to an accidental oversight, PTs were not included as one of the health occupations on the Health Employer Survey. While an 'addendum' sheet was mailed out in an attempt to correct this mistake, it is clear that our survey did not provide an accurate estimate of the number of PTs employed in Saskatchewan.[3]
- See Figure 30 for the distribution of occupations within the Rehabilitation sector reported in 1999.

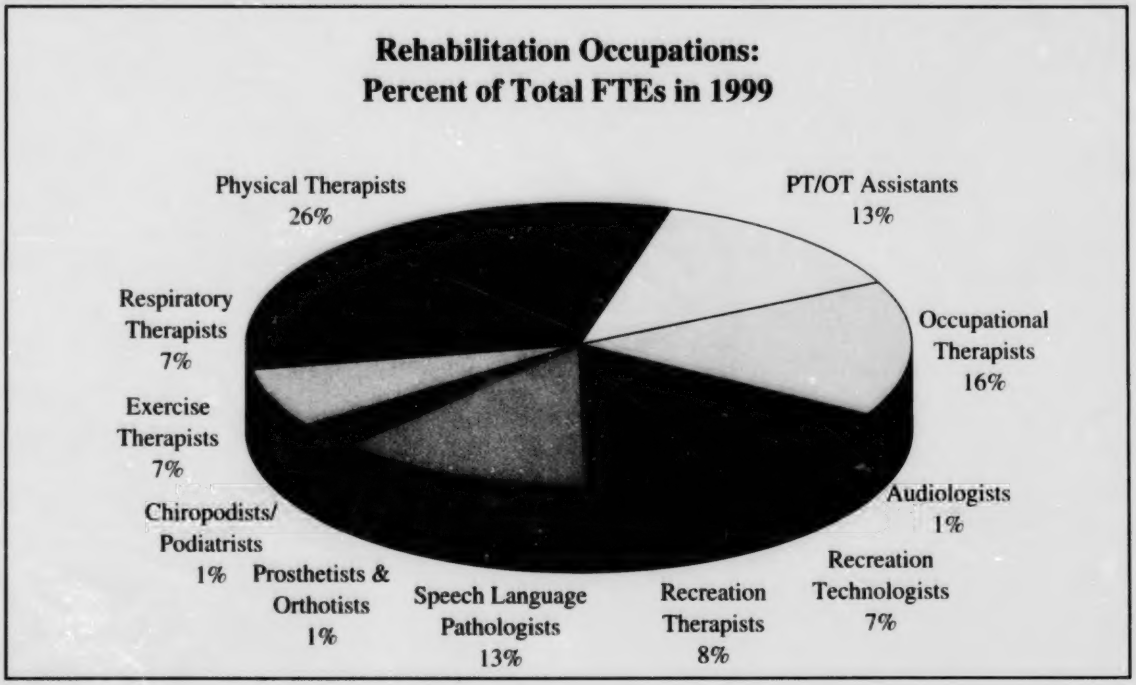

Figure 30.

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[3] The Annual Report 1999-2000, published by the Saskatchewan College of Physical Therapists, reported that there were 434 physical therapists practising in Saskatchewan.

- Sixty percent of the Rehabilitation employees were reported as full-time, slightly lower than in 1998 (61.5%).

- Up 2% from 1998, 83.2% of the employees reported in the Rehabilitation sector were female.

- Exercise Therapists were the youngest occupational group in Rehabilitation at an average age of 29 years. Respiratory Therapists were the next youngest group averaging 32 years. Chiropodists/Prosthetists averaged 43.5 years of age.

- Of the three regions, Regina reported the highest concentration of Physiotherapists with more than 34%. More Occupational Therapists (40%) were reported in Saskatoon, and rural Saskatchewan reportedly employed the most Occupational Therapy Assistants/ Attendants (42%).

- For a detailed Urban/Rural (excluding northern regions[4]) distribution of Occupational and Physical Therapy positions in Saskatchewan, see Figure 31.

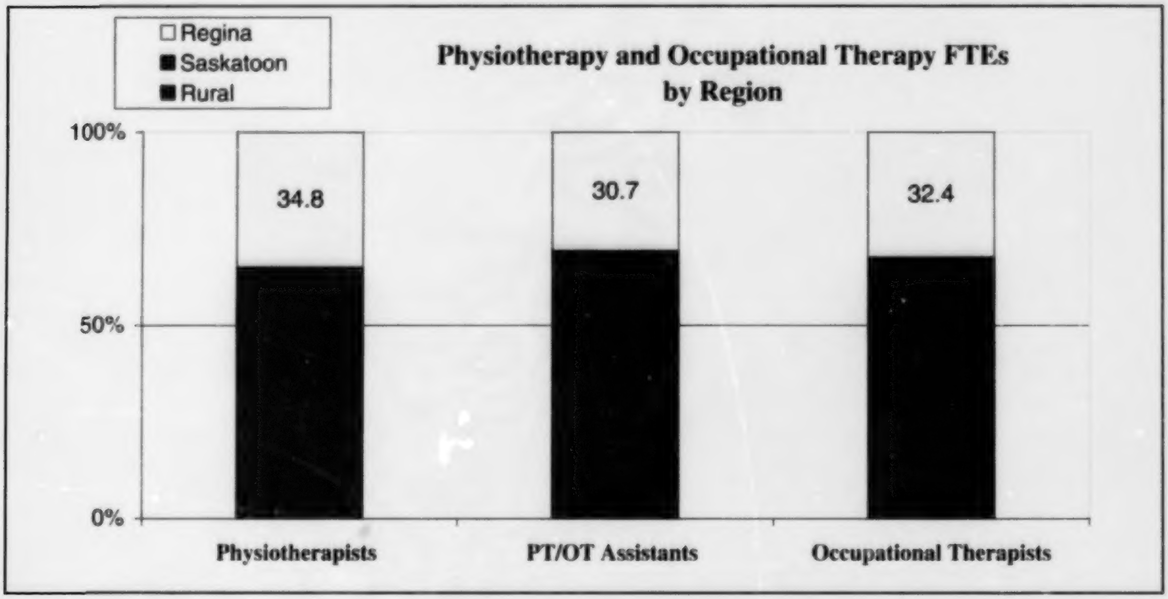

Figure 31.

- Regional vacancy rates in Figure 32 show the percentage vacancy rates for these reported occupations by region.

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[4] The Northern region only reported employing 3 employees in the Rehabilitation sector: 1 part-time physiotherapist, and 2 full-time speech and language therapists.

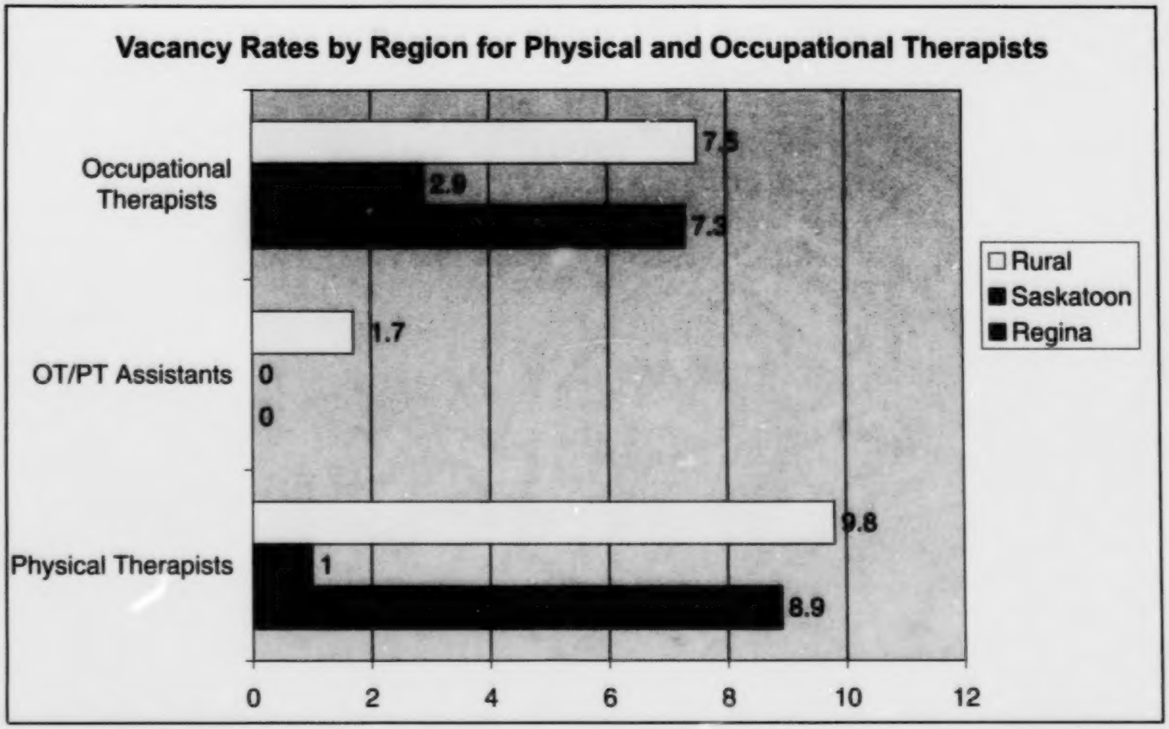


Figure 32.

- The vacancy rate for the Rehabilitation sector was 3.9%, a decrease of almost 2% from 1998, and 4% from 1997. Although still above the provincial average (2.1%), the decline in this sector's vacancy rate is a marked improvement over recent years. On the other hand, the turnover rate for this sector (10.4%) increased since 1998. Both rates are reported higher than the aggregate provincial averages of 2.4% vacancy and 5.3% turnover rates.

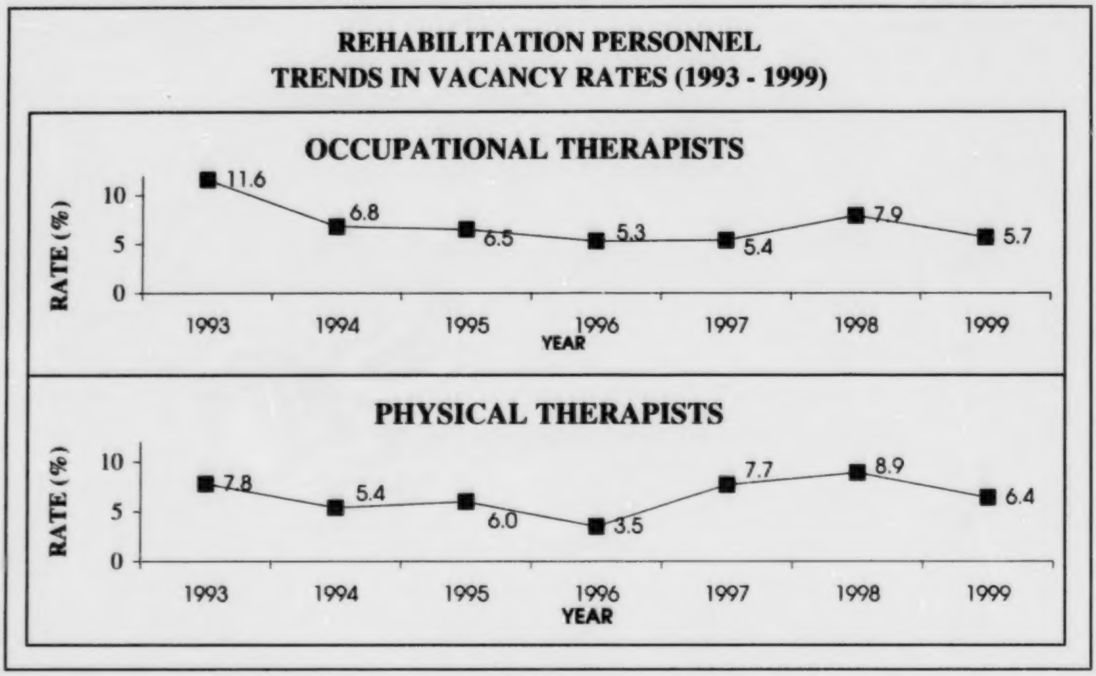
- One of the reasons for the high turnover in this sector may be due to movement between the public and private sectors. It would appear that the demand for Rehabilitation services is increasing and thus more service providers, after gaining some experience in the public sector, may be moving to independent/private practices.

- Rural Saskatchewan reported the highest vacancy rates for Physiotherapists at 9.8%, as well as a comparatively high turnover rate (12.0%). Regina reported similar data, with physiotherapists having an 8.9%vacancy rate and a 14.9% turnover rate.

- With respect to Occupational Therapists, Rural Saskatchewan had the highest vacancy rate (7.5%) with Regina close behind with 7.3%. Rural Saskatchewan reported a much lower turnover rate for this group (7.5%) as compared to both Regina (12.7%) and Saskatoon (14.7%).

- Saskatoon's Physiotherapists and Occupational Therapists were reported to have much lower vacancy rates than either Regina or Rural Saskatchewan, but their labour market appears to be more volatile as evidenced by their turnover rates, which were between 11% and 15%.

- Figure 33 shows the trends in vacancy rates for Occupational Therapists, Physical Therapists and Speech Language Pathologists between the years 1993 to 1999. Vacancy rates for both Rehabilitation occupations have decreased.



REHABILITATION PERSONNEL
TRENDS IN VACANCY RATES (1993 - 1999)

OCCUPATIONAL THERAPISTS

PHYSICAL THERAPISTS

Figure 33.

- Despite having comparatively low vacancy rates, both Recreation Technologists and Technicians reported turnover rates that were above the provincial average of 6.6%. Recreational Technologists had an 11.7% turnover rate and Recreational Technicians, a turnover rate of 9.5%.

- Consistent with the results from 1998, Exercise Therapists reported a very high turnover rate (17.2%). Some of the factors that may have affected this rate include the age of this occupational group and their employment opportunities. Exercise therapists appear to have a wide variety of employment settings, such as hospitals, private consulting, rehabilitation setting, and special care homes. Being young, and trying to get established, this group of employees may initially take jobs which are unstable or in a less desirable setting. Then, with experience, may move to a more desirable or higher paying position.

- The Rehabilitation Sector reported 0.8 FTEs per 1,000 population in Saskatchewan, compared to 0.5 FTEs provincially in 1998. (See Appendix 12 for a detailed breakdown by occupation.)

- Although very few specific comments were reported for this sector, many health district employers indicated that they are actively recruiting Occupational Therapists (n = 16) and Physiotherapists (n = 21) outside of their health district. (See Table 2.)

- It was somewhat surprising that the high turnover rate found within this sector was not addressed by employer comments.

Dietetic, Pharmaceutical, Health Records, Food Services and Public Health Inspection, and Health Service Management Occupations

- This sector includes Pharmacists, Pharmacy Technicians, Nutritionists and Dietitians, Health Records Technicians, Health Records Administrators, Food Service Supervisors, Public Health Inspectors, and Health Service Managers

- Pharmacists and Pharmacy Technicians represented almost one-half of the FTE Occupations in this occupational grouping. The next largest group, Health Service Managers, comprised almost one-third of the employees in this grouping.

- Dietetic, Pharmaceutical, Health Records and Public Health Services totalled 2738 employees or 2202 FTEs in 1999.

- About 1.5% of these employees and 1.7% of the FTEs reported in this sector were located in northern Saskatchewan.

- See Figure 34 for the detailed employee and occupational composition of this sector.

DIETETIC, PHARMACEUTICAL, HEALTH RECORDS AND PUBLIC SECTOR PERCENT FTEs IN 1999

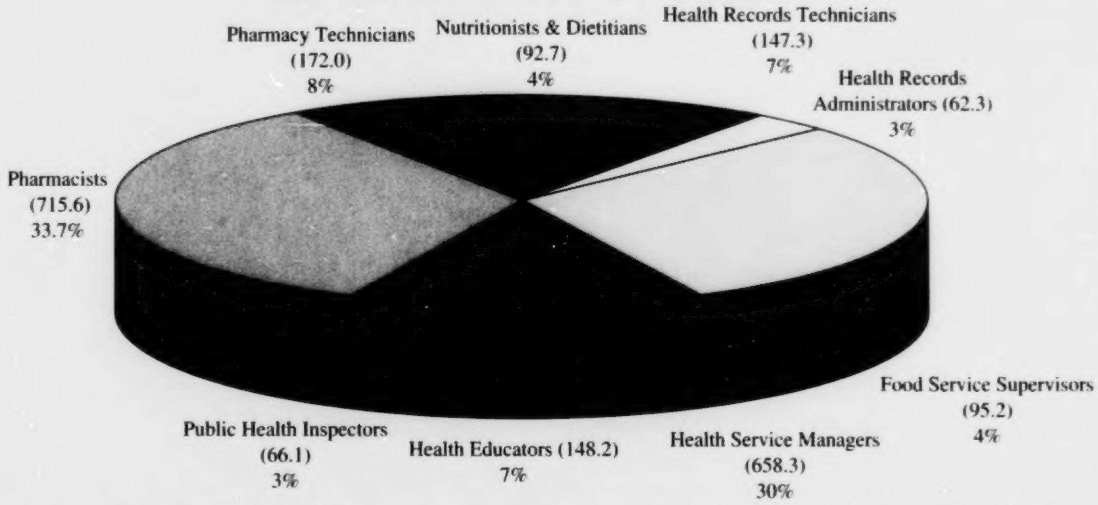


Figure 34.

- 66% of the employees in this sector were reported as employed full-time, 2% less than in 1998. 24.7% were part-time, and only 9.3% were casual employees.

- 76% of Public Health Inspectors were male and 42% of Pharmacists were male. These two occupations are among the few occupations surveyed that reported males occupying more than one-third of the workforce.

- Most of the occupations in this category were at or below the provincial average. Pharmacists were consistent with the provincial average of 41 years, Pharmacy Technicians were more than 7 years younger than the provincial average, Nutritionists and Dietitians averaged 38 years, Health Inspectors average 37 years, and Health Records Employees reported an average of 41 years. The only group that was over the provincial average age was Health Service Managers. Their average age was 46 years old.

- In 1999, this occupational grouping reported an overall vacancy rate of 2.4%, and a turnover rate of 7.0%. Both of these rates are slightly higher than the respective provincial averages.

- Figure 35 reports vacancy rates for Pharmacists, Public Health Inspectors, Nutritionists and Dietitians for the years 1993 to 1999.

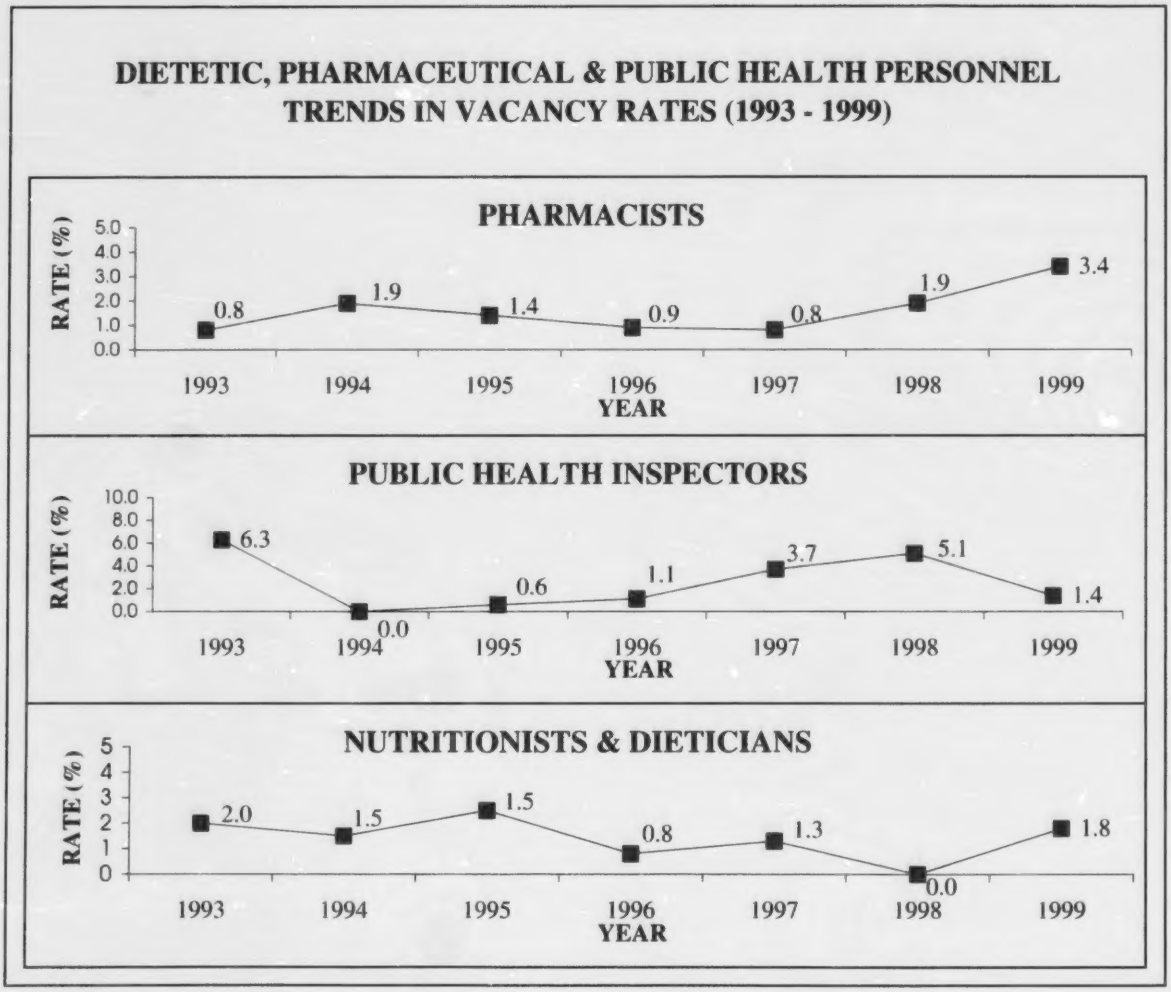


Figure 35.

- Pharmacists and Pharmacy Technicians had the highest vacancy (3.4% and 3.6%, respectively) and turnover rates (7.4% and 7.1%, respectively). Food Service Supervisors, at 3.0%, reported the next highest vacancy rate. Despite reporting vacancy rates below the provincial average, Health Record Technicians (10.1), Health Service Managers (7.3%) and Public Health Inspectors (7.2%) all reported turnover rates that were higher than the provincial average (6.6%).

- The only comments for this sector focused on Pharmacists and Pharmacy Technicians. While only two health district employers reported that they are actively recruiting pharmacists outside of their district, the private sector (N = 139) reported numerous recruitment and retention issues. These comments include:
  - Shortage of qualified candidates (n = 63)
  - Difficulty finding relief pharmacists (n = 31)
  - Difficulty recruiting rural areas (n = 18)
  - New grads going to other provinces/U.S. for higher salaries (n = 13)
  - Unable to match salaries offered by larger chains/department stores (n = 10)
  - Shortage of Pharmacy Technicians (n = 4)

- Recruitment strategies reportedly used by employers included contact with the university, apprenticeships and summer jobs offered to pharmacy students, and increases in salary.

For further information, please contact:

JENNIFER CLARK at (306) 787 – 3072 or *jclark@health.gov.sk.ca*
Health Workforce Planning
Human Resources
Saskatchewan Health

APPENDICES

These Appendices present the 1999 survey data and report calculation results used in the Highlights. They are intended to be used as a guide for the interpretation of this report and for further research. The Appendices are designed for following purposes:

- **Appendix 1** is a map of Saskatchewan's health districts to use as a reference and guide for the distribution maps contained in the report.
- **Appendix 2** contains definitions and formulas used in calculations such as totals and rates or percentages.
- **Appendix 3** is a listing of the response rate to the 1999 survey by each sector and by health district.
- **Appendix 4** contains the summary of data, specified by health service occupation for all of Saskatchewan.
- **Appendix 5** lists the gender distribution for the health occupations and for health districts by employment status, i.e., full-time, part-time and casual.
- **Appendix 6** contains information about the numbers of casual employees by occupation. 1997 was the first year that casual employees were included in the total number of health service employees and hours worked. This year's inclusion of more detailed information may provide a more accurate picture of employment in health services. The response from health employers indicates that the measure of casual employment is becoming more crucial as demand for specific health service occupations increases.
- **Appendix 7** provides a district-by-district comparison of the survey responses by occupation of both FTEs and number of positions.
- **Appendix 8** presents the weighted average ages of employees by occupation as reported by the health employers.
- **Appendix 9** presents vacancy rates calculated for each health service occupation reported over the past eleven years.
- **Appendix 10** compares this year's reported FTE, vacancy and turnover statistics with last year's.
- **Appendix 11** presents the trend of FTE percentages for health service sectors over the past six years. This chart reports on the changes in human resource allocation in the health sectors.
- **Appendix 12** presents a district-by-district comparison of health services using reported FTEs calculated per 1,000 population.
- **Appendix 13** lists all health professions regulated in Saskatchewan and their contacts to request further information.

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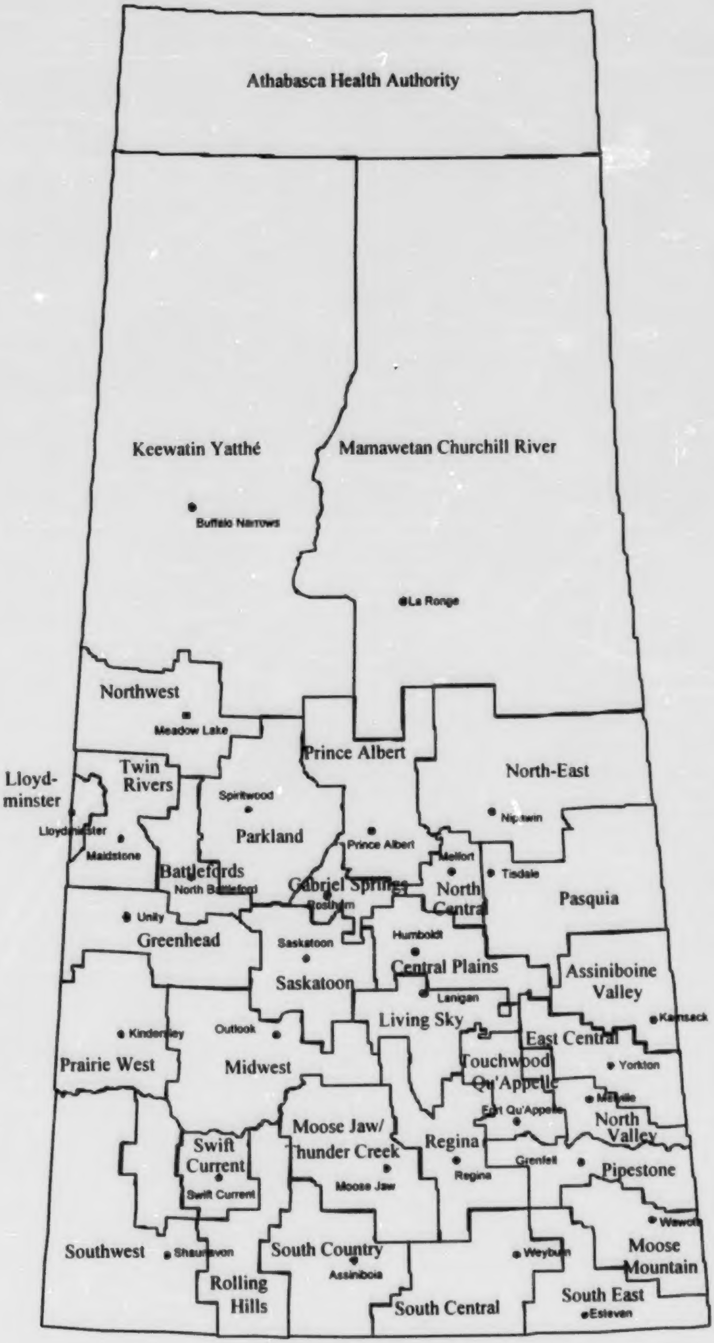
APPENDIX 1 - Saskatchewan Health Districts Map



Athabasca Health Authority
Keewatin Yatthé
Mamawetan Churchill River
Buffalo Narrows
La Ronge
Northwest
Meadow Lake
Lloyd-minster
Twin Rivers
Lloydminster
Maidstone
Spiritwood
Parkland
Prince Albert
Prince Albert
North-East
Nipawin
Melfort
Tisdale
Battlefords
North Battleford
Gabriel Springs
Rosthern
North Central
Pasquia
Unity
Greenhead
Saskatoon
Saskatoon
Humboldt
Central Plains
Assiniboine Valley
Lanigan
Living Sky
Kamsack
Kindersley
Outlook
East Central
Prairie West
Midwest
Touchwood Qu'Appelle
Yorkton
Melville
Fort Qu'Appelle
North Valley
Swift Current
Swift Current
Moose Jaw/ Thunder Creek
Moose Jaw
Regina
Regina
Grenfell
Pipestone
Wawota
Southwest
Shaunavon
South Country
Assiniboia
Weyburn
Moose Mountain
Rolling Hills
South Central
South East
Estevan

APPENDIX 2

DEFINITIONS AND CALCULATION FORMULAS

Definitions Provided to Survey Respondents:

Full-Time Equivalents: (FTEs)	Includes all employees' working hours totalling 1,948 hours or more per year or 37.5 hours per week. All Total Hours reported by employers are converted to FTEs by dividing by 1948 hours per year. Consequently, FTEs include hours worked by casual employees. **Note:** This definition is currently the most used definition of full-time work within the province and provides a consistent comparison basis with previous survey reports.
Part-Time:	Includes all employees working regularly scheduled hours totalling less than 1,948 hours per year or less than 37.5 hours per week, and is generally assumed to average about half-time, or 18.75 hours/week.
Casual:	Includes all employees not working regularly scheduled hours or working on a non-permanent relief basis. Casual work is included in the Total Hours reported by survey respondents.
Vacancies:	Include positions for which personnel were actively being recruited during the 1999 calendar year.
Turnovers:	Include staff who ceased employment during the 1999 calendar year. This includes resignations, retirements and terminations.
Total Hours:	Overall number of hours staff in each selected profession worked in the calendar year ending December 31, 1999.

Calculations used in Summary Tables:

Full-Time Equivalents (FTE):	Total Hours worked divided by 1,948 hours (the number of hours one full-time permanent employee works in a given year).
Total Vacancies:	Number of full-time vacancies + the number of part-time vacancies. Casual employees are not included in this count. By definition, there are no permanent positions for casual staff.
Total Turnovers:	Number of full-time turnovers + the number of part-time turnovers. By definition, there are no permanent casual positions to be turned over or replaced.
Vacancy Rate:	$\frac{\text{Number of Vacancies}}{\text{Full-and part-time positions plus vacancies}} \times 100$
Turnover Rate:	$\frac{\text{Number of Turnovers}}{\text{Full-and part-time positions plus vacancies}} \times 100$
Overall Vacancy Rate:	$\frac{\text{Total Number of Vacancies for all Occupations}}{\text{Total Number of full-and part-time positions plus vacancies for all occupations}} \times 100$
Overall Turnover Rate:	$\frac{\text{Total Number of Turnovers for all Occupations}}{\text{Total Number of full-and part-time positions plus vacancies for all occupations}} \times 100$

APPENDIX 3

1999 RESPONSE RATE BY OCCUPATIONAL GROUP

OCCUPATIONAL GROUP	RETURN RATE (%)
ACUTE SERVICES	75.0
AMBULANCE OPERATORS	80.7
COMMUNITY HEALTH CENTRES	100.0
DENTAL LABORATORIES	59.3
DENTISTS	63.8
DENTURISTS	80.9
EDUCATIONAL INSTITUTIONS	90.3
FEDERAL GOVERNMENT	63.6
HEALTH DISTRICTS:	100.0
- Community Services	100.0
- Hospitals	100.0
- Health Centres	100.0
- Home Care Services	100.0
- Mental Health Services	100.0
- Rehabilitation Centres	100.0
- Special Care Homes	100.0
TRIBAL COUNCILS	47.0
OTHER ORGANIZATIONS	68.9
PERSONAL CARE HOMES	40.0
PHARMACIES	78.3
PHYSICIAN OFFICES	29.8
PHYSIOTHERAPY CLINICS	72.7
PROVINCIAL GOVERNMENT	34.5
TOTAL	**71.7%**

APPENDIX 3 (con't)

1999 RESPONSE RATE BY HEALTH DISTRICT AREA

Health District	% Replies
ASSINIBOINE VALLEY	63.6%
BATTLEFORDS	71.1%
CENTRAL PLAINS	85.7%
EAST CENTRAL	87.1%
GABRIEL SPRINGS	84.2%
GREENHEAD	83.3%
KEEWATIN YATHE	83.3%
LIVING SKY	88.0%
LLOYDMINSTER	86.2%
MAMAWATEN CHURCHILL RIVER	65.0%
MIDWEST	84.4%
MOOSE JAW/THUNDER CREEK	72.7%
MOOSE MOUNTAIN	77.8%
NORTH CENTRAL	81.3%
NORTH VALLEY	76.9%
NORTH-EAST	90.5%
NORTHWEST	83.3%
PARKLAND	75.9%
PASQUIA	88.5%
PIPESTONE	71.4%
PRAIRIE WEST	90.0%
PRINCE ALBERT	68.9%
REGINA	59.7%
ROLLING HILLS	69.2%
SASKATOON	57.1%
SOUTH CENTRAL	78.8%
SOUTH COUNTRY	90.0%
SOUTH EAST	77.5%
SOUTHWEST	82.1%
SWIFT CURRENT	77.1%
TOUCHWOOD QU'APPELLE	76.0%
TWIN RIVERS	92.3%

APPENDIX 4

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY
TOTALS FOR ALL HEALTH OCCUPATIONS REPORTED IN SASKATCHEWAN

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy % Rate	Total Turnovers	Turnover % Rate
Ambulance - Emergency Medical Technicans (EMT)	539,411	276.9	179	104	283	231	10	3.4	40	13.7
Ambulance - EMT-Advanced	176,925	90.8	82	21	103	23	5	4.6	30	27.8
Ambulance - EMT-Paramedic	220,508	113.2	94	12	106	47	0	0.0	10	9.4
Ambulance - Other Ambulance Attendants	110,731	56.8	22	49	71	284	1	1.4	5	6.9
Dental - Certified Dental Assistants	254,626	130.7	109	57	166	2	4	2.4	15	8.8
Dental - Dental Hygienists	91,702	47.1	39	27	66	2	3	4.3	0	0.0
Dental - Dental Technicians	72,162	37.0	35	0	35	0	0	0.0	1	2.9
Dental - Dental Therapists	31,675	16.3	9	16	25	0	0	0.0	1	4.0
Dental - Dentists	133,965	68.8	61	26	87	2	3	3.3	4	4.4
Dental - Denturists	88,636	45.5	42	2	44	0	1	2.2	3	6.7
Dental - Uncertified Dental Assistants	26,340	13.5	12	3	15	1	0	0.0	0	0.0
Diagnostic-Combined Technicians	298,621	153.3	51	154	205	131	1	0.5	8	3.9
Diagnostic-Diagnostic Medical Sonographers	67,648	34.7	30	10	40	10	6	13.0	5	10.9
Diagnostic-Electrocardiograph Technicians	86,227	44.3	36	7	43	16	2	4.4	3	6.7
Diagnostic-Electroneurophysiology Technologists	25,638	13.2	11	0	11	2	2	15.4	1	7.7
Diagnostic-Medical Laboratory Technologists	1,284,859	659.6	477	261	738	133	11	1.5	27	3.6
Diagnostic-Nuclear Medicine Technologists	52,209	26.8	25	1	26	0	0	0.0	0	0.0
Diagnostic-Operating Room Technicians	97,926	50.3	34	28	62	11	2	3.1	2	3.1
Diagnostic-Radiation Therapists	66,150	34.0	34	5	39	7	3	7.1	16	38.1
Diagnostic-Radiological Technologists	422,996	217.1	155	85	240	50	3	1.2	8	3.3
Food Service Supervisors	185,354	95.2	68	28	96	45	3	3.0	5	5.1
Health Care - Home Care Aides	1,977,037	1,014.9	256	1105	1361	540	21	1.5	177	12.8
Health Care - Nurse Aides	2,386,353	1,225.0	722	537	1259	1035	5	0.4	62	4.9
Health Care - Special Care/Health Care Aides	6,108,152	3,135.6	1960	1750	3710	1361	12	0.3	217	5.8
Health Educators	288,683	148.2	101	99	200	2	1	0.5	5	2.5
Health Records Administrators	121,356	62.3	59	7	66	2	1	1.5	4	6.0
Health Records Technicians	254,386	130.6	98	58	156	16	3	1.9	16	10.1
Health Service Managers	1,282,296	658.3	595	83	678	18	10	1.5	50	7.3

APPENDIX 4 (continued)
TOTAL FOR ALL HEALTH OCCUPATIONS REPORTED IN SASKATCHEWAN

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy % Rate	Total Turnovers	Turnover % Rate
Nursing - General & Specialized	9,997,601	5,132.2	2,975	2,953	5,928	2,380	176	2.9	362	5.9
Nursing - Licensed Practical Nurses	2,313,716	1,187.7	707	606	1,313	600	30	2.2	77	5.7
Nursing - Primary Care Nurses	150,192	77.1	39	14	53	124	11	17.2	6	9.4
Nursing - Psychiatric Nurses	1,130,740	580.5	441	192	633	180	14	2.8	32	4.9
Nursing - Public Health Nurse	753,162	386.6	296	160	456	76	11	2.4	14	3.0
Nutritionists and Dietitians	180,676	92.7	78	33	111	25	2	1.8	9	8.0
Pharmacists	1,446,756	742.7	582	281	863	114	30	3.4	66	7.4
Pharmacy Technicians	401,615	206.2	158	86	244	32	9	3.6	18	7.1
Psychologists	279,352	143.4	110	78	188	9	11	5.5	16	8.0
Public Health Inspectors	128,837	66.1	68	0	68	2	1	1.4	5	7.2
Rehabilitation - Audiologists	25,197	12.9	12	1	13	0	1	7.1	1	7.1
Rehabilitation - Chiropodists/Podiatrists	26,383	13.5	13	1	14	0	0	0.0	1	7.1
Rehabilitation - Exercise Therapists	123,480	63.4	41	21	62	12	2	3.1	11	17.2
Rehabilitation - Occupational Therapists	273,326	140.3	114	52	166	7	10	5.7	21	11.9
Rehabilitation - Occupational & Physical Therapy Assistants	231,720	119.0	90	46	136	38	1	0.7	8	5.8
Rehabilitation - Physical Therapists	446,564	229.2	192	88	280	29	19	6.4	38	12.7
Rehabilitation - Prosthetists & Orthotists	23,376	12.0	12	0	12	0	2	14.3	2	14.3
Rehabilitation - Recreation Technologists	127,734	65.6	48	27	75	20	2	2.6	9	11.7
Rehabilitation - Recreation Therapists	136,432	70.0	61	13	74	9	0	0.0	7	9.5
Rehabilitation - Respiratory Therapists	119,374	61.3	53	8	61	47	2	3.2	8	12.7
Rehabilitation - Speech-Language Pathologists	221,177	113.5	83	58	141	4	3	2.1	6	4.2
Social Service Workers	568,217	291.7	159	269	428	65	2	0.5	2	0.5
Social Workers	671,435	344.7	289	100	389	36	9	2.3	19	4.8
Grand Total	36,529,634	18,752.4	12,017	9,622	21,639	7,780	461	2.1	1,453	6.6

Note:
- Vacancy rates are calculated from the total number of permanent positions Each full- or part-time vacancy is counted as one vacancy
- FTEs calculated by total hours includes casual hours
- Where the total hours were not reported, the total hours have been adjusted to reflect the number of reported positions as defined in Appendix 2
- Please refer to Appendix 2 for definitions and calculation formulas

APPENDIX 5

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

TOTAL MALE AND FEMALE HEALTH EMPLOYEES REPORTED BY OCCUPATION

	Full Time		% Full Time		Part Time		% Part Time		Casual		% Casual		Totals	% Totals	
OCCUPATION	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male
Ambulance - Emergency Medical Technicans (EMT)	66	113	36.9	63.1	51	53	49.0	51.0	116	115	50.2	49.8	514	45.3	54.7
Ambulance - EMT-Advanced	29	53	35.4	64.6	0	21	0.0	100.0	6	17	26.1	73.9	126	27.8	72.2
Ambulance - EMT-Paramedic	16	78	17.0	83.0	5	7	41.7	58.3	15	32	31.9	68.1	153	23.5	76.5
Ambulance - Other Ambulance Attendants	7	15	31.8	68.2	19	30	38.8	61.2	130	154	45.8	54.2	355	43.9	56.1
Dental - Certified Dental Assistants	109	0	100.0	0.0	56	1	98.2	1.8	2	0	100.0	0.0	168	99.4	0.6
Dental - Dental Hygienists	39	0	100.0	0.0	26	1	96.3	3.7	2	0	100.0	0.0	68	98.5	1.5
Dental - Dental Technicians	6	29	17.1	82.9	0	0	0.0	0.0	0	0	0.0	0.0	35	17.1	82.9
Dental - Dental Therapists	7	2	77.8	22.2	16	0	100.0	0.0	0	0	0.0	0.0	25	92.0	8.0
Dental - Dentists	10	51	16.4	83.6	6	20	23.1	76.9	1	1	50.0	50.0	89	19.1	80.9
Dental - Denturists	1	41	2.4	97.6	1	1	50.0	50.0	0	0	0.0	0.0	44	4.5	95.5
Dental - Uncertified Dental Assistants	11	1	91.7	8.3	3	0	100.0	0.0	1	0	100.0	0.0	16	93.8	6.3
Diagnostic-Combined Technicians	43	8	84.3	15.7	152	2	98.7	1.3	129	2	98.5	1.5	336	96.4	3.6
Diagnostic-Diagnostic Medical Sonographers	26	4	86.7	13.3	10	0	100.0	0.0	9	1	90.0	10.0	50	90.0	10.0
Diagnostic-Electrocardiograph Technicians	33	3	91.7	8.3	7	0	100.0	0.0	16	0	100.0	0.0	59	94.9	5.1
Diagnostic-Electroneurophysiology Technologists	10	1	90.9	9.1	0	0	0.0	0.0	2	0	100.0	0.0	13	92.3	7.7
Diagnostic-Medical Laboratory Technologists	432	45	90.6	9.4	251	10	96.2	3.8	128	5	96.2	3.8	871	93.1	6.9
Diagnostic-Nuclear Medicine Technologists	19	6	76.0	24.0	1	0	100.0	0.0	0	0	0.0	0.0	26	76.9	23.1
Diagnostic-Operating Room Technicians	33	1	97.1	2.9	28	0	100.0	0.0	10	1	90.9	9.1	73	97.3	2.7
Diagnostic-Radiation Therapists	32	2	94.1	5.9	5	0	100.0	0.0	6	1	85.7	14.3	46	93.5	6.5
Diagnostic-Radiological Technologists	115	40	74.2	25.8	77	8	90.6	9.4	44	6	88.0	12.0	290	81.4	18.6
Food Service Supervisors	66	2	97.1	2.9	25	3	89.3	10.7	45	0	100.0	0.0	141	96.5	3.5
Health Care - Home Care Aides	245	11	95.7	4.3	1091	14	98.7	1.3	530	10	98.1	1.9	1,901	98.2	1.8
Health Care - Nurse Aides	665	57	92.1	7.9	513	24	95.5	4.5	913	122	88.2	11.8	2,294	91.2	8.8
Health Care - Special Care/Health Care Aides	1894	66	96.6	3.4	1714	36	97.9	2.1	1317	44	96.8	3.2	5,071	97.1	2.9
Health Educators	96	5	95.0	5.0	95	4	96.0	4.0	2	0	100.0	0.0	202	95.5	4.5
Health Records Administrators	58	1	98.3	1.7	7	0	100.0	0.0	2	0	100.0	0.0	68	98.5	1.5
Health Records Technicians	97	1	99.0	1.0	58	0	100.0	0.0	16	0	100.0	0.0	172	99.4	0.6
Health Service Managers	505	90	84.9	15.1	80	3	96.4	3.6	17	1	94.4	5.6	696	86.5	13.5

APPENDIX 5 (continued)
TOTAL MALE AND FEMALE HEALTH EMPLOYEES REPORTED BY OCCUPATION

	Full Time		% Full Time		Part Time		% Part Time		Casual		% Casual		Totals	% Totals	
OCCUPATION	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male
Nursing - General & Specialized	2,867	108	96.4	3.6	2921	32	98.9	1.1	2322	58	97.6	2.4	8,308	97.6	2.4
Nursing - Licensed Practical Nurses	685	22	96.9	3.1	605	1	99.8	0.2	594	6	99.0	1.0	1,913	98.5	1.5
Nursing - Primary Care Nurses	37	2	94.9	5.1	13	1	92.9	7.1	113	11	91.1	8.9	177	92.1	7.9
Nursing - Psychiatric Nurses	394	47	89.3	10.7	181	11	94.3	5.7	157	23	87.2	12.8	813	90.0	10.0
Nursing - Public Health Nurse	290	6	98.0	2.0	160	0	100.0	0.0	74	2	97.4	2.6	532	98.5	1.5
Nutritionists and Dietitians	75	3	96.2	3.8	32	1	97.0	3.0	25	0	100.0	0.0	136	97.1	2.9
Pharmacists	283	299	48.6	51.4	218	63	77.6	22.4	70	44	61.4	38.6	977	58.4	41.6
Pharmacy Technicians	148	10	93.7	6.3	82	4	95.3	4.7	26	6	81.3	18.8	276	92.8	7.2
Psychologists	76	34	69.1	30.9	57	21	73.1	26.9	8	1	88.9	11.1	197	71.6	28.4
Public Health Inspectors	17	51	25.0	75.0	0	0	0.0	0.0	0	2	0.0	100.0	70	24.3	75.7
Rehabilitation - Audiologists	10	2	83.3	16.7	1	0	100.0	0.0	0	0	0.0	0.0	13	84.6	15.4
Rehabilitation - Chiropodists/Podiatrists	4	9	30.8	69.2	1	0	100.0	0.0	0	0	0.0	0.0	14	35.7	64.3
Rehabilitation - Exercise Therapists	24	17	58.5	41.5	19	2	90.5	9.5	10	2	83.3	16.7	74	71.6	28.4
Rehabilitation - Occupational Therapists (OT)	101	13	88.6	11.4	39	13	75.0	25.0	7	0	100.0	0.0	173	85.0	15.0
Rehabilitation - Physical Therapists (PT)	145	47	75.5	24.5	87	1	98.9	1.1	27	2	93.1	6.9	309	83.8	16.2
Rehabilitation - OT & PT Assistants	85	5	94.4	5.6	44	2	95.7	4.3	34	4	89.5	10.5	174	93.7	6.3
Rehabilitation - Prosthetists & Orthotists	1	11	8.3	91.7	0	0	0.0	0.0	0	0	0.0	0.0	12	8.3	91.7
Rehabilitation - Recreation Technologists	37	11	77.1	22.9	24	3	88.9	11.1	16	4	80.0	20.0	95	81.1	18.9
Rehabilitation - Recreation Therapists	45	16	73.8	26.2	12	1	92.3	7.7	9	0	100.0	0.0	83	79.5	20.5
Rehabilitation - Respiratory Therapists	47	6	88.7	11.3	4	4	50.0	50.0	29	18	61.7	38.3	108	74.1	25.9
Rehabilitation - Speech-Language Pathologists	76	7	91.6	8.4	57	1	98.3	1.7	4	0	100.0	0.0	145	94.5	5.5
Social Service Workers	73	86	45.9	54.1	157	112	58.4	41.6	39	26	60.0	40.0	493	54.6	45.4
Social Workers	228	61	78.9	21.1	73	27	73.0	27.0	34	2	94.4	5.6	425	78.8	21.2
Grand Total	**10,418**	**1,599**	86.7	13.3	**9084**	**538**	94.4	5.6	**7,057**	**723**	90.7	9.3	**29,419**	**90.3**	**9.7**

Note:
- Vacancy rates are calculated from the total number of permanent positions. Each full- or part-time vacancy is counted as one vacancy.
- FTEs calculated by total hours includes casual hours.
- Where the total hours were not reported, the total hours have been adjusted to reflect the number of reported positions as defined in Appendix 2.
- Please refer to Appendix 2 for definitions and calculation formulas.

APPENDIX 5 (con't)

Total Male and Female Health Employees by Health District

HEALTH DISTRICT AREA	% Female	% Male
ASSINIBOINE VALLEY	96.0%	4.0%
BATTLEFORDS	81.4%	18.6%
CENTRAL PLAINS	90.8%	9.2%
EAST CENTRAL	89.8%	10.2%
GABRIEL SPRINGS	93.1%	6.9%
GREENHEAD	89.7%	10.3%
KEEWATIN YATHE	90.6%	9.4%
LIVING SKY	93.7%	6.3%
LLOYDMINSTER	90.2%	9.8%
MAMAWATEN CHURCHILL RIVER	82.0%	18.0%
MIDWEST	92.3%	7.7%
MOOSE JAW/THUNDER CREEK	91.6%	8.4%
MOOSE MOUNTAIN	93.3%	6.7%
NORTH CENTRAL	92.5%	7.5%
NORTH VALLEY	94.9%	5.1%
NORTH-EAST	91.5%	8.5%
NORTH WEST	88.4%	11.6%
PARKLAND	93.7%	6.3%
PASQUIA	85.2%	14.8%
PIPESTONE	93.3%	6.7%
PRAIRIE WEST	88.7%	11.3%
PRINCE ALBERT	87.2%	12.8%
REGINA	90.8%	9.2%
ROLLING HILLS	87.4%	12.6%
SASKATOON	89.6%	10.4%
SOUTH CENTRAL	88.5%	11.5%
SOUTH COUNTRY	92.5%	7.5%
SOUTH EAST	94.1%	5.9%
SOUTHWEST	89.8%	10.2%
SWIFT CURRENT	92.2%	7.8%
TOUCHWOOD QU'APPELLE	94.4%	5.6%
TWIN RIVERS	86.6%	13.4%

Appendix 6

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY
REPORTED CASUAL HEALTH SERVICE EMPLOYEES: COMPARISON OF OCCUPATIONS

OCCUPATION	Full-& Part-TimeTotals	Casual Positions	Total Positions	% Casual Employees
Ambulance - Emergency Medical Technicans (EMT)	283	231	514	44.9%
Ambulance - EMT-Advanced	103	23	126	18.3%
Ambulance - EMT-Paramedic	106	47	153	30.7%
Ambulance - Other Ambulance Attendants	71	284	355	80.0%
Dental - Certified Dental Assistants	166	2	168	1.2%
Dental - Dental Hygienists	66	2	68	2.9%
Dental - Dental Technicians	35	-	35	0.0%
Dental - Dental Therapists	25	-	25	0.0%
Dental - Dentists	87	2	89	2.2%
Dental - Denturists	44	-	44	0.0%
Dental - Uncertified Dental Assistants	15	1	16	6.3%
Diagnostic-Combined Technicians	205	131	336	39.0%
Diagnostic-Diagnostic Medical Sonographers	40	10	50	20.0%
Diagnostic-Electrocardiograph Technicians	43	16	59	27.1%
Diagnostic-Electroneurophysiology Technologists	11	2	13	15.4%
Diagnostic-Medical Laboratory Technologists	738	133	871	15.3%
Diagnostic-Nuclear Medicine Technologists	26	-	26	0.0%
Diagnostic-Operating Room Technicians	62	11	73	15.1%
Diagnostic-Radiation Therapists	39	7	46	0.0%
Diagnostic-Radiological Technologists	240	50	290	17.2%
Food Service Supervisors	96	45	141	31.9%
Health Care - Home Care Aides	1,361	540	1,901	28.4%
Health Care - Nurse Aides	1,259	1,035	2,294	45.1%
Health Care - Special Care/Health Care Aides	3,710	1,361	5,071	26.8%
Health Educators	200	2	202	1.0%
Health Records Administrators	66	2	68	2.9%
Health Records Technicians	156	16	172	9.3%
Health Service Managers	678	18	696	2.6%
Nursing - General & Specialized	5,928	2,380	8,308	28.6%
Nursing - Licensed Practical Nurses	1,313	600	1,913	31.4%
Nursing - Primary Care Nurses	53	124	177	70.1%
Nursing - Psychiatric Nurses	633	180	813	22.1%
Nursing - Public Health Nurse	456	76	532	14.3%
Nutritionists and Dietitians	111	25	136	18.4%

APPENDIX 6 (continued)
REPORTED CASUAL HEALTH SERVICE EMPLOYEES: COMPARISON OF OCCUPATIONS

OCCUPATION	Full-&Part-Time Positions	Total Casuals	Total Positions	% Casual Employees
Pharmacists	863	114	977	11.7%
Pharmacy Technicians	244	32	276	11.6%
Psychologists	188	9	197	4.6%
Public Health Inspectors	68	2	70	2.9%
Rehabilitation - Audiologists	13	-	13	0.0%
Rehabilitation - Chiropodists/Podiatrists	14	-	14	0.0%
Rehabilitation - Exercise Therapists	62	12	74	16.2%
Rehabilitation - Occupational Therapists	166	7	173	4.0%
Rehabilitation - Occupational & Physical Therapy Assistants	136	38	174	21.8%
Rehabilitation - Physical Therapists	280	29	309	9.4%
Rehabilitation - Prosthetists & Orthotists	12	-	12	0.0%
Rehabilitation - Recreation Technologists	75	18	93	19.4%
Rehabilitation - Recreation Therapists	74	9	83	10.8%
Rehabilitation - Respiratory Therapists	61	47	108	43.5%
Rehabilitation - Speech-Language Pathologists	141	4	145	2.8%
Social Service Workers	428	65	493	13.2%
Social Workers	389	36	425	8.5%
Grand Total	**21,639**	7775	**29,414**	**26.4%**

Note: The Total Casuals are full counts of the number of employees reported.

APPENDIX 7

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

TOTAL ALL HEALTH OCCUPATIONS REPORTED IN SASKATCHEWAN BY HEALTH DISTRICT AREA

RURAL Health District Areas:

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Rural Health District Area Totals	17,968,446	9,224.05	5639	5,494	11,133	4,348	209	1.8	776	7

Please NOTE : Occupational Subtotals are below the aggregated totals for each health district area.

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
ASSINIBOINE VALLEY	723,679	371.5	183	246	429	147	13	2.9	33	7.5
Ambulance - Emergency Medical Technicans (EMT)	13,608	7.0	6	1	7	0	0	0.0	1	14.3
Ambulance - EMT-Advanced	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	2,880	1.5	3	0	3	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	13,529	6.9	4	6	10	9	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	19,196	9.9	6	2	8	6	2	20.0	2	20.0
Diagnostic-Radiological Technologists	6,596	3.4	2	1	3	6	1	25.0	0	0.0
Food Service Supervisors	5,496	2.8	2	1	3	0	0	0.0	1	33.3
Health Care - Home Care Aides	41,422	21.3	0	45	45	0	3	6.3	3	6.3
Health Care - Nurse Aides	139,774	71.8	27	65	92	48	0	0.0	4	4.3
Health Care - Special Care/Health Care Aides	146,870	75.4	48	40	88	16	0	0.0	1	1.1
Health Educators	7,639	3.9	2	4	6	0	0	0.0	0	0.0
Health Records Administrators	3,825	2.0	1	1	2	0	0	0.0	0	0.0
Health Records Technicians	5,689	2.9	0	4	4	2	0	0.0	0	0.0
Health Service Managers	75,157	38.6	8	10	18	0	0	0.0	1	5.6
Nursing - General & Specialized	143,041	73.4	41	42	83	46	5	5.7	15	17.0
Nursing - Licensed Practical Nurses	52,416	26.9	12	20	32	14	0	0.0	3	9.4
Nursing - Primary Care Nurses	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	9,744	5.0	5	0	5	0	0	0.0	0	0.0
Nutritionists and Dietitians	1,949	1.0	1	0	1	0	0	0.0	0	0.0
Pharmacists	14,131	7.3	5	3	8	0	2	20.0	2	20.0
Rehabilitation - Occupational & Physical Therapy Assistants	5,846	3.0	3	0	3	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	3,898	2.0	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	1,949	1.0	1	0	1	0	0	0.0	0	0.0
Social Service Workers	1,228	0.6	0	1	1	0	0	0.0	0	0.0
Social Workers	3,898	2.0	2	0	2	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
BATTLEFORDS	1,453,134	746.0	613	216	829	338	4	0.5	70	8.4
Ambulance - Emergency Medical Technicans (EMT)	12,000	6.2	3	0	3	2	0	0.0	1	0.3
Ambulance - EMT-Advanced	28,000	14.4	14	16	30	4	0	0.0	18	0.6
Ambulance - EMT-Paramedic	23,060	11.8	10	0	10	6	0	0.0	4	0.4
Ambulance - Other Ambulance Attendants	4,368	2.2	2	0	2	1	0	0.0	0	0.0
Dental - Certified Dental Assistants	16,168	8.3	5	5	10	1	0	0.0	0	0.0
Dental - Dental Hygienists	4,880	2.5	3	1	4	0	1	20.0	0	0.0
Dental - Dental Therapists	5,140	2.6	1	3	4	0	0	0.0	0	0.0
Dental - Dentists	7,388	3.8	4	0	4	0	0	0.0	0	0.0
Dental - Denturists	1,560	0.8	1	1	2	0	0	0.0	0	0.0
Dental - Uncertified Dental Assistants	1,924	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	2,436	1.3	1	1	2	0	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	3,900	2.0	2	0	2	0	0	0.0	0	0.0
Diagnostic-Electrocardiograph Technicians	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	25,994	13.3	11	6	17	0	0	0.0	2	0.1
Diagnostic-Radiological Technologists	7,020	3.6	3	3	6	2	0	0.0	0	0.0
Food Service Supervisors	1,950	1.0	1	0	1	0	0	0.0	1	1.0
Health Care - Home Care Aides	23,108	11.9	9	6	15	25	0	0.0	1	0.1
Health Care - Nurse Aides	313,951	161.2	150	19	169	152	0	0.0	2	0.0
Health Care - Special Care/Health Care Aides	41,940	21.5	14	12	26	7	0	0.0	2	0.1
Health Educators	5,720	2.9	3	0	3	0	0	0.0	0	0.0
Health Records Administrators	3,900	2.0	2	0	2	0	0	0.0	0	0.0
Health Records Technicians	8,307	4.3	4	1	5	0	0	0.0	1	0.2
Health Service Managers	60,080	30.8	30	1	31	0	0	0.0	3	0.1
Nursing - General & Specialized	227,645	116.9	87	60	147	46	0	0.0	14	0.1
Nursing - Licensed Practical Nurses	78,936	40.5	34	15	49	18	0	0.0	7	0.1
Nursing - Psychiatric Nurses	207,773	106.7	96	11	107	6	0	0.0	0	0.0
Nursing - Public Health Nurse	33,800	17.4	10	14	24	4	0	0.0	6	0.3
Nutritionists and Dietitians	3,900	2.0	1	2	3	0	1	25.0	1	0.3
Pharmacists	37,791	19.4	15	6	21	6	1	4.5	2	0.1
Pharmacy Technicians	12,324	6.3	6	1	7	0	1	12.5	4	0.5
Psychologists	13,650	7.0	6	2	8	0	0	0.0	0	0.0
Public Health Inspectors	9,750	5.0	5	0	5	0	0	0.0	0	0.0
Rehabilitation - Chiropodists/Podiatrists	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	3,900	2.0	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	10,855	5.6	5	1	6	0	0	0.0	1	0.2
Rehabilitation - Recreation Technologists	11,700	6.0	4	3	7	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Battlefords, con't

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Rehabilitation - Recreation Therapists	34,905	17.9	17	1	18	3	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	8,773	4.5	4	1	5	0	0	0.0	0	0.0
Social Service Workers	115,656	59.4	30	24	54	52	0	0.0	0	0.0
Social Workers	33,132	17.0	14	0	14	3	0	0.0	0	0.0
CENTRAL PLAINS	760,213	390.3	240	267	507	213	5	1.0	32	6.3
Ambulance - Emergency Medical Technicans (EMT)	25,943	13.3	15	7	22	10	0	0.0	3	13.6
Ambulance - EMT-Advanced	11,688	6.0	6	0	6	0	0	0.0	2	33.3
Ambulance - Other Ambulance Attendants	2,544	1.3	0	13	13	23	0	0.0	0	0.0
Dental - Certified Dental Assistants	10,500	5.4	4	2	6	0	0	0.0	0	0.0
Dental - Dental Therapists	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Dental - Dentists	6,240	3.2	3	0	3	0	0	0.0	0	0.0
Dental - Denturists	4,260	2.2	2	0	2	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	8,264	4.2	0	7	7	12	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	13,548	7.0	7	0	7	4	0	0.0	0	0.0
Diagnostic-Operating Room Technicians	650	0.3	0	0	0	1	0	0.0	0	0.0
Diagnostic-Radiological Technologists	7,257	3.7	2	2	4	6	0	0.0	0	0.0
Food Service Supervisors	7,798	4.0	4	0	4	0	0	0.0	1	25.0
Health Care - Home Care Aides	44,071	22.6	10	29	39	29	0	0.0	0	0.0
Health Care - Nurse Aides	9,549	4.9	4	4	8	16	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	282,215	144.9	97	81	178	47	0	0.0	13	7.3
Health Educators	2,573	1.3	1	1	2	0	0	0.0	0	0.0
Health Records Administrators	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	3,684	1.9	1	1	2	0	0	0.0	0	0.0
Health Service Managers	27,293	14.0	14	0	14	0	0	0.0	0	0.0
Nursing - General & Specialized	159,435	81.8	28	84	112	50	0	0.0	6	5.4
Nursing - Licensed Practical Nurses	43,746	22.5	9	17	26	12	0	0.0	1	3.8
Nursing - Psychiatric Nurses	3,449	1.8	1	1	2	1	0	0.0	0	0.0
Nursing - Public Health Nurse	8,770	4.5	4	1	5	0	0	0.0	0	0.0
Nutritionists and Dietitians	6,088	3.1	3	1	4	1	2	33.3	1	16.7
Pharmacists	29,580	15.2	10	8	18	1	0	0.0	1	5.6
Pharmacy Technicians	560	0.3	0	1	1	0	0	0.0	0	0.0
Rehabilitation - Exercise Therapists	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	4,029	2.1	2	0	2	0	1	33.3	1	33.3
Rehabilitation - Occupational & Physical Therapy Assistants	12,240	6.3	3	5	8	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	11,440	5.9	4	1	5	0	1	16.7	2	33.3
Rehabilitation - Recreation Technologists	0	0.0	0	0	0	0	1	100.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Central Plains, con't

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Rehabilitation - Speech-Language Pathologists	0	0.0	0	0	0	0	0	0.0	1	0.0
Social Service Workers	974	0.5	0	1	1	0	0	0.0	0	0.0
Social Workers	5,847	3.0	3	0	3	0	0	0.0	0	0.0
EAST CENTRAL	1,354,676	695.4	482	277	759	221	3	0.4	45	5.9
Ambulance - Emergency Medical Technicans (EMT)	19,670	10.1	11	5	16	3	0	0.0	5	31.3
Ambulance - EMT-Advanced	15,178	7.8	11	1	12	1	0	0.0	2	16.7
Ambulance - EMT-Paramedic	8,624	4.4	4	0	4	0	0	0.0	3	75.0
Dental - Certified Dental Assistants	6,240	3.2	2	2	4	0	0	0.0	0	0.0
Dental - Dental Hygienists	5,883	3.0	3	0	3	0	0	0.0	0	0.0
Dental - Dental Technicians	3,870	2.0	3	0	3	0	0	0.0	0	0.0
Dental - Dental Therapists	2,392	1.2	1	1	2	0	0	0.0	0	0.0
Dental - Dentists	4,160	2.1	2	0	2	0	0	0.0	0	0.0
Dental - Denturists	8,216	4.2	4	0	4	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	10,416	5.3	2	7	9	1	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	3,880	2.0	2	0	2	0	0	0.0	0	0.0
Diagnostic-Electrocardiograph Technicians	3,498	1.8	1	0	1	0	0	0.0	1	100.0
Diagnostic-Medical Laboratory Technologists	42,131	21.6	11	11	22	6	0	0.0	1	4.5
Diagnostic-Radiological Technologists	14,932	7.7	4	0	4	5	0	0.0	0	0.0
Food Service Supervisors	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Care - Home Care Aides	58,945	30.3	19	39	58	26	0	0.0	4	6.9
Health Care - Nurse Aides	247,208	126.9	88	25	113	56	0	0.0	3	2.7
Health Care - Special Care/Health Care Aides	132,138	67.8	60	17	77	25	0	0.0	5	6.5
Health Educators	9,712	5.0	5	0	5	0	0	0.0	0	0.0
Health Records Administrators	3,886	2.0	2	0	2	0	0	0.0	0	0.0
Health Records Technicians	7,633	3.9	4	0	4	0	0	0.0	0	0.0
Health Service Managers	62,614	32.1	32	0	32	1	1	3.0	4	12.1
Nursing - General & Specialized	356,790	183.2	81	117	198	50	0	0.0	12	6.1
Nursing - Licensed Practical Nurses	93,659	48.1	25	28	53	23	0	0.0	0	0.0
Nursing - Psychiatric Nurses	33,757	17.3	13	5	18	7	0	0.0	0	0.0
Nursing - Public Health Nurse	41,900	21.5	20	2	22	2	0	0.0	0	0.0
Nutritionists and Dietitians	5,906	3.0	3	1	4	1	0	0.0	0	0.0
Pharmacists	43,781	22.5	22	3	25	2	1	3.8	1	3.8
Pharmacy Technicians	15,450	7.9	7	0	7	3	1	12.5	1	12.5
Psychologists	4,058	2.1	2	1	3	0	0	0.0	0	0.0
Public Health Inspectors	9,750	5.0	5	0	5	0	0	0.0	0	0.0
Rehabilitation - Chiropodists/Podiatrists	1,950	1.0	1	0	1	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

East Central, con't

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Rehabilitation - Exercise Therapists	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	8,170	4.2	4	3	7	1	0	0.0	1	14.3
Rehabilitation - Occupational & Physical Therapy Assistants	6,323	3.2	1	2	3	1	0	0.0	0	0.0
Rehabilitation - Physical Therapists	22,230	11.4	11	2	13	1	0	0.0	1	7.7
Rehabilitation - Speech-Language Pathologists	6,017	3.1	1	3	4	3	0	0.0	0	0.0
Social Service Workers	4,193	2.2	1	1	2	1	0	0.0	0	0.0
Social Workers	25,486	13.1	12	1	13	2	0	0.0	1	7.7
GABRIEL SPRINGS	355,295	182.4	80	112	192	67	0	0.0	12	6.3
Diagnostic-Combined Technicians	8,616	4.4	3	3	6	5	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	5,114	2.6	1	2	3	0	0	0.0	0	0.0
Food Service Supervisors	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Health Care - Nurse Aides	4,607	2.4	1	2	3	3	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	111,194	57.1	27	50	77	30	0	0.0	7	9.1
Health Service Managers	9,743	5.0	5	0	5	0	0	0.0	0	0.0
Nursing - General & Specialized	141,946	72.9	22	29	51	23	0	0.0	4	7.8
Nursing - Licensed Practical Nurses	23,008	11.8	5	9	14	5	0	0.0	1	7.1
Nursing - Psychiatric Nurses	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	5,560	2.9	2	2	4	0	0	0.0	0	0.0
Pharmacists	12,736	6.5	6	0	6	0	0	0.0	0	0.0
Psychologists	4,600	2.4	0	4	4	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	1,546	0.8	0	2	2	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	3,673	1.9	1	2	3	0	0	0.0	0	0.0
Rehabilitation - Recreation Technologists	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	7,500	3.9	0	4	4	0	0	0.0	0	0.0
Social Service Workers	5,710	2.9	2	3	5	1	0	0.0	0	0.0
Social Workers	3,896	2.0	2	0	2	0	0	0.0	0	0.0
GREENHEAD	338,955	174.0	94	139	233	155	1	0.4	10	4.3
Ambulance - Emergency Medical Technicans (EMT)	23,394	12.0	4	0	4	24	0	0.0	0	0.0
Ambulance - EMT-Advanced	6,098	3.1	4	0	4	1	0	0.0	0	0.0
Ambulance - EMT-Paramedic	1,704	0.9	0	0	0	20	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	770	0.4	0	0	0	15	0	0.0	0	0.0
Diagnostic-Combined Technicians	17,116	8.8	4	2	6	5	0	0.0	1	16.7
Diagnostic-Radiological Technologists	5,037	2.6	1	1	2	3	0	0.0	0	0.0
Health Care - Home Care Aides	26,848	13.8	0	39	39	2	0	0.0	4	10.3
Health Care - Nurse Aides	5,067	2.6	1	0	1	1	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	102,611	52.7	37	31	68	33	0	0.0	1	1.5

Appendix 7 - Rural Health District Areas 1999 (continued)

Lloydminster, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Diagnostic-Combined Technicians	4,150	2.1	0	3	3	1	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	408	0.2	1	0	1	0	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	17,894	9.2	5	6	11	4	0	0.0	0	0.0
Diagnostic-Operating Room Technicians	3,221	1.7	0	3	3	0	0	0.0	0	0.0
Diagnostic-Radiological Technologists	10,431	5.4	3	4	7	0	0	0.0	0	0.0
Food Service Supervisors	4,107	2.1	2	0	2	0	0	0.0	0	0.0
Health Care - Nurse Aides	1,953	1.0	1	0	1	0	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	55,121	28.3	12	23	35	11	0	0.0	1	2.9
Health Records Technicians	3,365	1.7	0	2	2	0	0	0.0	0	0.0
Health Service Managers	8,048	4.1	4	0	4	0	0	0.0	0	0.0
Nursing - General & Specialized	131,728	67.6	20	69	89	34	0	0.0	2	2.2
Nursing - Licensed Practical Nurses	60,848	31.2	15	25	40	13	0	0.0	0	0.0
Nursing - Psychiatric Nurses	3,499	1.8	3	0	3	0	0	0.0	0	0.0
Nursing - Public Health Nurse	10,731	5.5	4	3	7	0	0	0.0	0	0.0
Nutritionists and Dietitians	2,015	1.0	1	0	1	0	0	0.0	0	0.0
Pharmacists	36,169	18.6	20	7	27	5	2	6.9	1	3.4
Pharmacy Technicians	14,052	7.2	4	4	8	1	0	0.0	0	0.0
Psychologists	4,875	2.5	1	3	4	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	3,093	1.6	1	1	2	1	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	3,506	1.8	1	1	2	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	3,121	1.6	0	4	4	0	0	0.0	1	25.0
Social Workers	8,069	4.1	3	2	5	2	0	0.0	0	0.0
MIDWEST	603,373	309.74	146	267	413	159	12	2.8	28	6.6
Ambulance - Emergency Medical Technicans (EMT)	9,742	5.0	3	2	5	0	0	0.0	0	0.0
Ambulance - EMT-Paramedic	2,698	1.4	1	0	1	3	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	426	0.2	0	0	0	3	0	0.0	0	0.0
Dental - Certified Dental Assistants	1,664	0.9	2	0	2	27	0	0.0	0	0.0
Dental - Dental Hygienists	832	0.4	0	1	1	0	0	0.0	0	0.0
Dental - Dental Therapists	832	0.4	0	1	1	0	0	0.0	0	0.0
Dental - Dentists	1,664	0.9	0	2	2	0	0	0.0	0	0.0
Dental - Uncertified Dental Assistants	1,664	0.9	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	21,700	11.1	2	14	16	4	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	6,275	3.2	1	3	4	0	0	0.0	0	0.0
Diagnostic-Operating Room Technicians	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Radiological Technologists	4,875	2.5	1	2	3	0	0	0.0	0	0.0
Health Care - Home Care Aides	46,225	23.7	0	51	51	3	0	0.0	3	5.9

Appendix 7 - Rural Health District Areas 1999 (continued)

Greenhead, con't

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Health Records Technicians	3,268	1.7	1	1	2	0	0	0.0	0	0.0
Nursing - General & Specialized	76,404	39.2	17	46	63	43	0	0.0	2	3.2
Nursing - Licensed Practical Nurses	24,133	12.4	7	6	13	7	0	0.0	0	0.0
Nursing - Psychiatric Nurses	1,924	1.0	1	0	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	9,168	4.7	4	1	5	0	0	0.0	0	0.0
Nutritionists and Dietitians	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Pharmacists	17,458	9.0	5	8	13	1	0	0.0	0	0.0
Psychologists	975	0.5	0	1	1	0	0	0.0	0	0.0
Rehabilitation - Exercise Therapists	1,198	0.6	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	1,945	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Recreation Technologists	3,896	2.0	1	2	3	0	0	0.0	1	33.3
Rehabilitation - Speech-Language Pathologists	975	0.5	0	1	1	0	0	0.0	0	0.0
Social Service Workers	934	0.5	1	0	1	0	1	50.0	1	50.0
Social Workers	5,952	3.1	3	0	3	0	0	0.0	0	0.0
LIVING SKY	434,748	223.2	107	214	321	137	7	2.1	24	7.3
Ambulance - Emergency Medical Technicans (EMT)	13,126	6.7	5	6	11	3	1	8.3	0	0.0
Ambulance - EMT-Advanced	6,420	3.3	3	0	3	2	0	0.0	1	33.3
Ambulance - EMT-Paramedic	4,546	2.3	2	0	2	1	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	2,468	1.3	1	12	13	1	1	7.1	2	14.3
Dental - Denturists	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	18,613	9.6	3	7	10	12	0	0.0	1	10.0
Health Care - Home Care Aides	58,580	30.1	0	65	65	0	0	0.0	3	4.6
Health Care - Nurse Aides	31,168	16.0	10	8	18	18	0	0.0	2	11.1
Health Care - Special Care/Health Care Aides	113,777	58.4	34	31	65	25	0	0.0	3	4.6
Health Records Technicians	1,937	1.0	1	0	1	0	0	0.0	0	0.0
Health Service Managers	14,935	7.7	8	3	11	0	0	0.0	0	0.0
Nursing - General & Specialized	100,407	51.5	17	61	78	63	2	2.5	7	8.8
Nursing - Licensed Practical Nurses	35,890	18.4	10	14	24	8	0	0.0	1	4.2
Nursing - Psychiatric Nurses	546	0.3	0	1	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	8,873	4.6	4	3	7	0	2	22.2	2	22.2
Pharmacists	20,150	10.3	8	2	10	4	1	9.1	2	18.2
Social Service Workers	1,232	0.6	0	1	1	0	0	0.0	0	0.0
LLOYDMINSTER	418,558	214.9	111	160	271	85	2	0.7	7	2.6
Ambulance - Emergency Medical Technicans (EMT)	23,952	12.3	8	0	8	12	0	0.0	2	25.0
Ambulance - Other Ambulance Attendants	306	0.2	0	0	0	1	0	0.0	0	0.0
Dental - Denturists	3,896	2.0	2	0	2	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Midwest, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Health Care - Nurse Aides	94,825	48.7	26	39	65	25	2	3.0	3	4.5
Health Care - Special Care/Health Care Aides	110,225	56.6	27	32	59	28	0	0.0	5	8.5
Health Educators	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Service Managers	30,705	15.8	8	10	18	0	1	5.3	1	5.3
Nursing - General & Specialized	137,000	70.3	23	77	100	46	8	7.4	14	13.0
Nursing - Licensed Practical Nurses	42,675	21.9	11	19	30	13	0	0.0	0	0.0
Nursing - Primary Care Nurses	3,900	2.0	2	0	2	0	0	0.0	0	0.0
Nursing - Psychiatric Nurses	5,850	3.0	3	0	3	0	0	0.0	0	0.0
Nursing - Public Health Nurse	10,975	5.6	5	1	6	1	0	0.0	0	0.0
Nutritionists and Dietitians	3,900	2.0	2	0	2	0	0	0.0	0	0.0
Pharmacists	25,913	13.3	11	4	15	6	0	0.0	2	13.3
Pharmacy Technicians	1,248	0.6	0	1	1	0	0	0.0	0	0.0
Psychologists	1,000	0.5	0	2	2	0	0	0.0	0	0.0
Public Health Inspectors	7,800	4.0	4	0	4	0	0	0.0	0	0.0
Rehabilitation - Chiropodists/Podiatrists	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Exercise Therapists	2,600	1.3	1	1	2	0	1	33.3	0	0.0
Rehabilitation - Occupational Therapists	900	0.5	0	1	1	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	900	0.5	0	1	1	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	2,910	1.5	1	3	4	0	0	0.0	0	0.0
Social Service Workers	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Social Workers	11,700	6.0	6	0	6	0	0	0.0	0	0.0
MOOSE JAW/THUNDER CREEK	1,426,740	732.4	453	450	903	275	15	1.6	29	3.2
Ambulance - Emergency Medical Technicans (EMT)	23,299	12.0	7	0	7	12	0	0.0	0	0.0
Ambulance - EMT-Advanced	1,904	1.0	0	0	0	4	0	0.0	0	0.0
Ambulance - EMT-Paramedic	18,894	9.7	6	1	7	3	0	0.0	0	0.0
Dental - Certified Dental Assistants	25,048	12.9	9	10	19	0	0	0.0	0	0.0
Dental - Dental Hygienists	11,048	5.7	7	3	10	0	0	0.0	0	0.0
Dental - Dental Technicians	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Dental - Dental Therapists	4,584	2.4	0	5	5	0	0	0.0	0	0.0
Dental - Dentists	11,528	5.9	7	1	8	0	0	0.0	0	0.0
Dental - Denturists	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	6,101	3.1	1	3	4	5	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	5,026	2.6	3	0	3	1	0	0.0	0	0.0
Diagnostic-Electrocardiograph Technicians	4,380	2.2	1	1	2	0	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	55,546	28.5	19	11	30	5	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Moose Jaw/Thunder Creek, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Diagnostic-Operating Room Technicians	6,328	3.2	2	2	4	1	0	0.0	0	0.0
Diagnostic-Radiological Technologists	17,979	9.2	8	1	9	1	0	0.0	0	0.0
Food Service Supervisors	5,880	3.0	3	0	3	0	0	0.0	0	0.0
Health Care - Home Care Aides	164,327	84.4	21	130	151	12	10	6.2	24	14.9
Health Care - Nurse Aides	48,876	25.1	12	9	21	24	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	257,187	132.0	91	92	183	72	0	0.0.	0	0.0
Health Educators	13,509	6.9	3	5	8	1	1	11.1	0	0.0
Health Records Administrators	7,745	4.0	3	1	4	0	0	0.0	0	0.0
Health Records Technicians	12,517	6.4	6	0	6	2	0	0.0	0	0.0
Health Service Managers	52,681	27.0	23	3	26	4	0	0.0	0	0.0
Nursing - General & Specialized	342,546	175.8	93	117	210	87	0	0.0	0	0.0
Nursing - Licensed Practical Nurses	80,951	41.6	17	30	47	26	0	0.0	1	2.1
Nursing - Psychiatric Nurses	36,551	18.8	17	1	18	8	0	0.0	0	0.0
Nursing - Public Health Nurse	22,878	11.7	11	4	15	3	0	0.0	0	0.0
Nutritionists and Dietitians	10,482	5.4	4	1	5	1	0	0.0	0	0.0
Pharmacists	59,278	30.4	26	5	31	1	0	0.0	2	6.5
Pharmacy Technicians	14,473	7.4	7	2	9	0	0	0.0	0	0.0
Psychologists	7,491	3.8	3	2	5	0	0	0.0	0	0.0
Public Health Inspectors	7,828	4.0	4	0	4	0	0	0.0	0	0.0
Rehabilitation - Chiropodists/Podiatrists	3,270	1.7	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Exercise Therapists	4,000	2.1	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	7,665	3.9	2	3	5	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	13,107	6.7	6	1	7	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	17,800	9.1	8	1	9	0	3	25.0	2	16.7
Rehabilitation - Recreation Technologists	7,410	3.8	3	1	4	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	7,505	3.9	2	3	5	1	0	0.0	0	0.0
Social Service Workers	3,429	1.8	3	0	3	1	0	0.0	0	0.0
Social Workers	21,529	11.1	9	1	10	0	1	9.1	0	0.0
MOOSE MOUNTAIN	426,785	219.1	98	199	297	121	21	6.6	21	6.6
Ambulance - Emergency Medical Technicans (EMT)	4,550	2.3	0	0	0	7	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	20,150	10.3	0	0	0	31	0	0.0	0	0.0
Diagnostic-Combined Technicians	10,348	5.3	2	4	6	0	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	8,918	4.6	2	4	6	0	0	0.0	0	0.0
Diagnostic-Radiological Technologists	2,860	1.5	1	1	2	0	0	0.0	0	0.0
Health Care - Home Care Aides	43,316	22.2	0	55	55	0	0	0.0	0	0.0
Health Care - Nurse Aides	6,240	3.2	1	4	5	3	1	16.7	1	16.7

Appendix 7 - Rural Health District Areas 1999 (continued)

Moose Mountain, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Health Care - Special Care/Health Care Aides	135.200	69.4	45	55	100	40	3	2.9	6	5.8
Health Educators	975	0.5	0	1	1	0	0	0.0	0	0.0
Health Records Technicians	16,016	8.2	4	6	10	0	0	0.0	0	0.0
Health Service Managers	9,750	5.0	5	0	5	0	0	0.0	1	20.0
Nursing - General & Specialized	110,487	56.7	22	46	68	36	12	15.0	10	12.5
Nursing - Licensed Practical Nurses	21,476	11.0	3	12	15	3	1	6.3	0	0.0
Nursing - Psychiatric Nurses	8,580	4.4	1	5	6	1	0	0.0	0	0.0
Nursing - Public Health Nurse	9,594	4.9	3	3	6	0	0	0.0	0	0.0
Nutritionists and Dietitians	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Pharmacists	9,550	4.9	5	2	7	0	3	30.0	3	30.0
Rehabilitation - Physical Therapists	2,925	1.5	1	1	2	0	1	33.3	0	0.0
Social Workers	3,900	2.0	2	0	2	0	0	0.0	0	0.0
NORTH CENTRAL	510789	262.2	175	112	287	115	4	1.37	38	13.1
Ambulance - Emergency Medical Technicans (EMT)	12528	6.4	6	0	6	2	0	0.0	2	33.3
Dental - Certified Dental Assistants	1664	0.9	2	0	2	0	1	33.3	2	66.7
Dental - Dental Hygienists	3640	1.9	2	0	2	0	1	33.3	0	0.0
Dental - Dental Therapists	1820	0.9	1	0	1	0	0	0.0	1	100.0
Dental - Dentists	2808	1.4	2	0	2	0	0	0.0	0	0.0
Dental - Uncertified Dental Assistants	1820	0.9	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	1950	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	975	0.5	0	0	0	0	1	100.0	1	100.0
Diagnostic-Medical Laboratory Technologists	12675	6.5	6	1	7	0	0	0.0	1	14.3
Diagnostic-Radiological Technologists	6794	3.5	2	2	4	1	0	0.0	2	50.0
Food Service Supervisors	3900	2.0	2	0	2	0	0	0.0	0	0.0
Health Care - Home Care Aides	42120	21.6	3	19	22	15	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	157306	80.8	52	29	81	57	0	0.0	15	18.5
Health Educators	4680	2.4	1	3	4	0	0	0.0	0	0.0
Health Records Administrators	1950	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	3900	2.0	2	0	2	0	0	0.0	0	0.0
Health Service Managers	23595	12.1	10	3	13	0	0	0.0	0	0.0
Nursing - General & Specialized	108206	55.5	37	33	70	20	0	0.0	11	15.7
Nursing - Licensed Practical Nurses	29655	15.2	10	5	15	11	0	0.0	1	6.7
Nursing - Psychiatric Nurses	8775	4.5	4	2	6	0	0	0.0	0	0.0
Nursing - Public Health Nurse	8971	4.6	2	4	6	0	0	0.0	0	0.0
Nutritionists and Dietitians	4388	2.3	1	2	3	0	0	0.0	0	0.0
Pharmacists	17575	9.0	7	3	10	1	0	0.0	1	10.0

Appendix 7 - Rural Health District Areas 1999 (continued)

North Central, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Pharmacy Technicians	3650	1.9	1	1	2	1	0	0.0	1	50.0
Psychologists	3900	2.0	2	0	2	0	0	0.0	0	0.0
Public Health Inspectors	7800	4.0	4	0	4	0	0	0.0	0	0.0
Rehabilitation - Exercise Therapists	1950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	3900	2.0	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	15804	8.1	5	3	8	7	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	4290	2.2	2	0	2	0	1	33.3	0	0.0
Social Service Workers	1950	1.0	0	2	2	0	0	0.0	0	0.0
Social Workers	5850	3.0	3	0	3	0	0	0.0	0	0.0
NORTH VALLEY	579,175	297.3	143	229	372	101	0	0.0	9	2.4
Ambulance - Emergency Medical Technicans (EMT)	13,672	7.0	0	2	2	3	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	4,075	2.1	0	2	2	1	0	0.0	0	0.0
Diagnostic-Combined Technicians	650	0.3	0	0	0	1	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	20,587	10.6	5	8	13	4	0	0.0	0	0.0
Diagnostic-Radiological Technologists	7,817	4.0	1	5	6	0	0	0.0	0	0.0
Health Care - Home Care Aides	39,025	20.0	2	42	44	7	0	0.0	4	9.1
Health Care - Nurse Aides	22,031	11.3	3	8	11	17	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	204,345	104.9	58	70	128	17	0	0.0	0	0.0
Health Records Administrators	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	5,664	2.9	3	0	3	0	0	0.0	0	0.0
Health Service Managers	17,672	9.1	9	1	10	0	0	0.0	2	20.0
Nursing - General & Specialized	123,201	63.2	23	52	75	27	0	0.0	0	0.0
Nursing - Licensed Practical Nurses	51,529	26.5	12	18	30	14	0	0.0	1	3.3
Nursing - Primary Care Nurses	8,507	4.4	0	11	11	6	0	0.0	0	0.0
Nursing - Psychiatric Nurses	1,240	0.6	1	0	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	6,462	3.3	2	4	6	0	0	0.0	0	0.0
Nutritionists and Dietitians	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Pharmacists	26,458	13.6	13	0	13	2	0	0.0	2	15.4
Pharmacy Technicians	4,600	2.4	2	0	2	1	0	0.0	0	0.0
Psychologists	780	0.4	0	1	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	785	0.4	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	5,177	2.7	2	0	2	1	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	1,482	0.8	1	0	1	0	0	0.0	0	0.0
Social Service Workers	2,730	1.4	1	2	3	0	0	0.0	0	0.0
Social Workers	4,836	2.5	1	3	4	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
NORTH-EAST	530,086	272.1	172	161	333	89	5	1.5	8	2.4
Ambulance - Emergency Medical Technicans (EMT)	24,960	12.8	12	3	15	0	1	6.3	1	6.3
Ambulance - EMT-Advanced	16,640	8.5	9	0	9	0	1	10.0	1	10.0
Ambulance - EMT-Paramedic	15,600	8.0	6	2	8	0	0	0.0	0	0.0
Dental - Denturists	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	4,515	2.3	0	4	4	5	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	12,646	6.5	4	3	7	1	0	0.0	0	0.0
Diagnostic-Radiological Technologists	6,830	3.5	2	2	4	0	0	0.0	0	0.0
Food Service Supervisors	3,290	1.7	1	1	2	0	0	0.0	0	0.0
Health Care - Home Care Aides	47,971	24.6	2	36	38	1	0	0.0	5	13.2
Health Care - Nurse Aides	11,911	6.1	2	0	2	13	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	151,884	78.0	49	63	112	27	0	0.0	0	0.0
Health Records Technicians	3,870	2.0	2	0	2	0	0	0.0	0	0.0
Health Service Managers	12,479	6.4	6	0	6	0	0	0.0	0	0.0
Nursing - General & Specialized	124,593	64.0	40	31	71	30	0	0.0	0	0.0
Nursing - Licensed Practical Nurses	40,281	20.7	13	6	19	6	0	0.0	0	0.0
Nursing - Psychiatric Nurses	3,758	1.9	4	2	6	1	0	0.0	0	0.0
Nutritionists and Dietitians	3,020	1.6	1	1	2	0	0	0.0	0	0.0
Pharmacists	27,973	14.4	11	6	17	5	2	10.5	0	0.0
Pharmacy Technicians	5,725	2.9	2	1	3	0	0	0.0	0	0.0
Psychologists	1,939	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	4,355	2.2	2	0	2	0	1	33.3	1	33.3
Social Workers	1,950	1.0	1	0	1	0	0	0.0	0	0.0
NORTHWEST	398,947	204.8	161	80	241	77	6	2.4	23	9.3
Ambulance - Emergency Medical Technicans (EMT)	5,844	3.0	3	0	3	4	0	0.0	0	0.0
Ambulance - EMT-Advanced	9,740	5.0	5	0	5	1	0	0.0	0	0.0
Ambulance - EMT-Paramedic	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	n/a	0.0	0	0	0	6	0	0.0	0	0.0
Diagnostic-Combined Technicians	10,325	5.3	3	3	6	2	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	9,010	4.6	5	2	7	2	0	0.0	1	14.3
Diagnostic-Radiological Technologists	1,704	0.9	1	0	1	1	0	0.0	0	0.0
Food Service Supervisors	416	0.2	1	0	1	0	0	0.0	0	0.0
Health Care - Home Care Aides	23,376	12.0	12	0	12	0	0	0.0	4	33.3
Health Care - Nurse Aides	19,272	9.9	9	1	10	12	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	85,137	43.7	23	26	49	19	0	0.0	4	8.2
Health Educators	3,457	1.8	1	3	4	0	0	0.0	1	25.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Northwest, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Health Records Technicians	4,408	2.3	3	0	3	0	0	0.0	0	0.0
Health Service Managers	27,266	14.0	14	0	14	0	0	0.0	0	0.0
Nursing - General & Specialized	53,827	27.6	22	21	43	5	3	6.5	5	10.9
Nursing - Licensed Practical Nurses	15,312	7.9	7	6	13	3	0	0.0	0	0.0
Nursing - Primary Care Nurses	24,688	12.7	6	0	6	20	0	0.0	4	66.7
Nursing - Public Health Nurse	18,515	9.5	8	3	11	0	2	15.4	2	15.4
Nutritionists and Dietitians	832	0.4	0	1	1	0	1	50.0	0	0.0
Pharmacists	13,156	6.8	5	5	10	2	0	0.0	1	10.0
Pharmacy Technicians	4,028	2.1	0	4	4	0	0	0.0	0	0.0
Psychologists	7,792	4.0	2	4	6	0	0	0.0	0	0.0
Public Health Inspectors	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Audiologists	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	6,110	3.1	3	0	3	0	0	0.0	0	0.0
Rehabilitation - Respiratory Therapists	176	0.1	0	1	1	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	5,846	3.0	3	0	3	0	0	0.0	1	33.3
Social Service Workers	5,844	3.0	3	0	3	0	0	0.0	0	0.0
Social Workers	33,122	17.0	17	0	17	0	0	0.0	0	0.0
PARKLAND	559,601	287.3	152	169	321	154	7	2.1	55	16.8
Ambulance - Emergency Medical Technicans (EMT)	6,480	3.3	3	2	5	2	0	0.0	0	0.0
Diagnostic-Combined Technicians	14,040	7.2	2	9	11	6	0	0.0	0	0.0
Diagnostic-Radiological Technologists	2,912	1.5	1	0	1	3	0	0.0	0	0.0
Food Service Supervisors	8,774	4.5	3	2	5	0	1	16.7	1	16.7
Health Care - Home Care Aides	52,708	27.1	5	28	33	20	0	0.0	10	30.3
Health Care - Nurse Aides	14,878	7.6	3	8	11	2	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	179,001	91.9	46	44	90	56	0	0.0	13	14.4
Health Educators	5,848	3.0	3	0	3	0	0	0.0	0	0.0
Health Records Technicians	8,736	4.5	3	2	5	1	0	0.0	0	0.0
Health Service Managers	24,371	12.5	14	0	14	0	0	0.0	3	21.4
Nursing - General & Specialized	134,237	68.9	27	51	78	44	4	4.9	20	24.4
Nursing - Licensed Practical Nurses	30,966	15.9	10	10	20	11	0	0.0	5	25.0
Nursing - Primary Care Nurses	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Nursing - Psychiatric Nurses	6,850	3.5	3	3	6	0	0	0.0	2	33.3
Nursing - Public Health Nurse	13,644	7.0	5	4	9	0	0	0.0	0	0.0
Nutritionists and Dietitians	1,948	1.0	1	0	1	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Parkland, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Pharmacists	44,458	22.8	19	4	23	9	0	0.0	1	4.3
Pharmacy Technicians	0	0.0	0	0	0	0	2	100.0	0	0.0
Psychologists	975	0.5	0	1	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	3,900	2.0	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	975	0.5	0	1	1	0	0	0.0	0	0.0
Social Service Workers	1,950	1.0	1	0	1	0	0	0.0	0	0.0
PASQUIA	213,191	109.4	72	111	183	53	9	4.7	21	10.9
Ambulance - Emergency Medical Technicans (EMT)	9,046	4.6	8	1	9	5	0	0.0	6	66.7
Ambulance - EMT-Advanced	4,026	2.1	2	0	2	0	1	33.3	2	66.7
Ambulance - EMT-Paramedic	3,380	1.7	1	0	1	2	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	2,988	1.5	1	1	2	8	0	0.0	0	0.0
Dental - Certified Dental Assistants	2,925	1.5	0	3	3	0	0	0.0	0	0.0
Dental - Dental Hygienists	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Dental - Dentists	975	0.5	0	1	1	0	0	0.0	0	0.0
Dental - Denturists	2,600	1.3	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	5,889	3.0	2	3	5	2	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	1,248	0.6	0	1	1	0	0	0.0	0	0.0
Diagnostic-Radiological Technologists	990	0.5	0	1	1	0	0	0.0	0	0.0
Food Service Supervisors	5,824	3.0	1	1	2	0	1	33.3	1	33.3
Health Care - Home Care Aides	5,980	3.1	0	10	10	7	0	0.0	0	0.0
Health Care - Nurse Aides	5,917	3.0	0	3	3	5	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	14,364	7.4	11	31	42	5	0	0.0	0	0.0
Health Educators	5,844	3.0	3	0	3	0	1	25.0	1	25.0
Health Records Technicians	2,200	1.1	1	1	2	0	0	0.0	0	0.0
Health Service Managers	15,010	7.7	7	2	9	0	2	18.2	4	36.4
Nursing - General & Specialized	25,533	13.1	7	14	21	13	1	4.5	2	9.1
Nursing - Licensed Practical Nurses	17,853	9.2	4	10	14	4	1	6.7	1	6.7
Nursing - Primary Care Nurses	3,898	2.0	2	0	2	0	0	0.0	0	0.0
Nursing - Psychiatric Nurses	4,678	2.4	1	2	3	0	0	0.0	0	0.0
Nursing - Public Health Nurse	8,766	4.5	1	6	7	0	0	0.0	0	0.0
Nutritionists and Dietitians	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Pharmacists	29,939	15.4	11	6	17	2	1	5.6	3	16.7
Pharmacy Technicians	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Psychologists	2,925	1.5	0	3	3	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	3,246	1.7	1	1	2	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	2,435	1.3	1	1	2	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Pasquia, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Rehabilitation - Physical Therapists	2,600	1.3	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Recreation Technologists	2,496	1.3	0	2	2	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	3,896	2.0	1	2	3	0	0	0.0	0	0.0
Social Workers	9,744	5.0	1	5	6	0	1	14.3	1	14.3
PIPESTONE	813,141	417.4	235	292	527	253	5	0.9	35	6.6
Ambulance - Emergency Medical Technicans (EMT)	21,685	11.1	7	2	9	17	0	0.0	0	0.0
Ambulance - EMT-Advanced	11,688	6.0	6	0	6	0	0	0.0	1	16.7
Ambulance - Other Ambulance Attendants	8,182	4.2	2	4	6	5	0	0.0	1	16.7
Diagnostic-Combined Technicians	17,827	9.2	2	10	12	11	0	0.0	1	8.3
Diagnostic-Medical Laboratory Technologists	9,077	4.7	3	4	7	2	0	0.0	0	0.0
Diagnostic-Radiological Technologists	2,474	1.3	1	1	2	0	0	0.0	0	0.0
Health Care - Home Care Aides	63,836	32.8	0	56	56	14	0	0.0	14	25.0
Health Care - Nurse Aides	37,673	19.3	4	14	18	18	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	322,790	165.7	110	106	216	114	0	0.0	4	1.9
Health Educators	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Administrators	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	7,792	4.0	4	0	4	0	0	0.0	0	0.0
Health Service Managers	27,404	14.1	10	8	18	0	0	0.0	0	0.0
Nursing - General & Specialized	165,378	84.9	50	61	111	56	0	0.0	6	5.4
Nursing - Licensed Practical Nurses	43,070	22.1	12	15	27	13	2	6.9	3	10.3
Nursing - Psychiatric Nurses	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	7,792	4.0	2	4	6	0	0	0.0	1	16.7
Nutritionists and Dietitians	1,948	1.0	1	0	1	0	0	0.0	1	100.0
Pharmacists	34,067	17.5	10	4	14	3	0	0.0	0	0.0
Pharmacy Technicians	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	5,002	2.6	1	2	3	0	1	25.0	1	25.0
Rehabilitation - Occupational & Physical Therapy Assistants	4,028	2.1	1	1	2	0	0	0.0	0	0.0
Social Service Workers	3,896	2.0	2	0	2	0	0	0.0	0	0.0
Social Workers	9,740	5.0	3	0	3	0	2	40.0	2	40.0
PRAIRIE WEST	442,893	227.4	113	157	270	129	11	3.9	31	11.0
Ambulance - Emergency Medical Technicans (EMT)	25,566	13.1	8	3	11	17	4	26.7	4	26.7
Ambulance - EMT-Advanced	3,391	1.7	2	0	2	1	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	3,411	1.8	1	1	2	18	0	0.0	0	0.0
Dental - Certified Dental Assistants	8,766	4.5	4	1	5	0	0	0.0	0	0.0
Dental - Dental Hygienists	8,766	4.5	2	0	2	0	0	0.0	0	0.0
Dental - Dental Therapists	975	0.5	0	1	1	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Prairie West, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Dental - Dentists	3,896	2.0	2	0	2	0	0	0.0	0	0.0
Dental - Denturists	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	14,333	7.4	1	6	7	5	1	12.5	1	12.5
Diagnostic-Medical Laboratory Technologists	6,177	3.2	1	4	5	2	0	0.0	0	0.0
Diagnostic-Radiological Technologists	104	0.1	0	1	1	0	1	50.0	1	50.0
Food Service Supervisors	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Care - Home Care Aides	38,691	19.9	10	24	34	19	0	0.0	3	8.8
Health Care - Nurse Aides	7,397	3.8	0	4	4	5	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	144,264	74.1	33	27	60	28	0	0.0	13	21.7
Health Educators	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	2,197	1.1	0	4	4	0	1	20.0	1	20.0
Health Service Managers	13,650	7.0	7	0	7	0	0	0.0	0	0.0
Nursing - General & Specialized	58,656	30.1	8	48	56	26	0	0.0	3	5.4
Nursing - Licensed Practical Nurses	38,765	19.9	11	18	29	7	2	6.5	3	9.7
Nursing - Psychiatric Nurses	6,483	3.3	3	0	3	1	2	40.0	2	40.0
Nursing - Public Health Nurse	6,775	3.5	2	3	5	0	0	0.0	0	0.0
Nutritionists and Dietitians	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Pharmacists	24,304	12.5	7	6	13	0	0	0.0	0	0.0
Psychologists	2,375	1.2	0	3	3	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	2,925	1.5	1	1	2	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Recreation Technologists	2,950	1.5	1	1	2	0	0	0.0	0	0.0
Rehabilitation - Recreation Therapists	2,478	1.3	1	1	2	0	0	0.0	0	0.0
Social Workers	5,850	3.0	3	0	3	0	0	0.0	0	0.0
PRINCE ALBERT	1,816,902	932.7	678	351	1,029	345	41	3.8	46	4.3
Ambulance - Emergency Medical Technicans (EMT)	54,576	28.0	12	32	44	0	0	0.0	0	0.0
Ambulance - EMT-Advanced	3,896	2.0	2	2	4	0	0	0.0	0	0.0
Ambulance - EMT-Paramedic	7,792	4.0	4	2	6	0	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	1,950	1.0	0	2	2	0	0	0.0	0	0.0
Dental - Certified Dental Assistants	9,959	5.1	2	5	7	0	0	0.0	1	14.3
Dental - Dental Hygienists	2,327	1.2	0	2	2	0	0	0.0	0	0.0
Dental - Dental Technicians	8,190	4.2	4	0	4	0	0	0.0	0	0.0
Dental - Dental Therapists	953	0.5	0	1	1	0	0	0.0	0	0.0
Dental - Dentists	8,452	4.3	3	2	5	0	0	0.0	0	0.0
Dental - Denturists	5,640	2.9	2	1	3	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	5,024	2.6	0	4	4	8	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Prince Albert, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Diagnostic-Diagnostic Medical Sonographers	3,744	1.9	2	0	2	0	0	0.0	1	50.0
Diagnostic-Electroneurophysiology Technologists	6,223	3.2	1	0	1	2	1	50.0	0	0.0
Diagnostic-Medical Laboratory Technologists	50,189	25.8	17	10	27	17	0	0.0	0	0.0
Diagnostic-Radiological Technologists	22,217	11.4	4	15	19	1	0	0.0	2	10.5
Food Service Supervisors	7,957	4.1	4	1	5	0	0	0.0	0	0.0
Health Care - Home Care Aides	51,972	26.7	20	20	40	19	0	0.0	2	5.0
Health Care - Nurse Aides	141,034	72.4	55	7	62	51	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	258,844	132.9	116	28	144	58	4	2.7	1	0.7
Health Educators	5,855	3.0	3	0	3	0	0	0.0	0	0.0
Health Records Administrators	8,093	4.2	4	0	4	1	0	0.0	0	0.0
Health Records Technicians	7,334	3.8	3	0	3	1	1	25.0	1	25.0
Health Service Managers	74,988	38.5	38	2	40	3	0	0.0	2	5.0
Nursing - General & Specialized	399,690	205.2	118	109	227	85	15	6.2	11	4.5
Nursing - Licensed Practical Nurses	132,405	68.0	37	13	50	32	0	0.0	2	4.0
Nursing - Primary Care Nurses	38,624	19.8	17	3	20	17	5	20.0	2	8.0
Nursing - Psychiatric Nurses	77,446	39.8	33	15	48	4	1	2.0	3	6.1
Nursing - Public Health Nurse	56,421	29.0	28	7	35	12	0	0.0	0	0.0
Nutritionists and Dietitians	8,503	4.4	5	0	5	1	0	0.0	1	20.0
Pharmacists	106,920	54.9	37	28	65	9	2	3.0	4	6.0
Pharmacy Technicians	43,008	22.1	14	14	28	2	1	3.4	1	3.4
Psychologists	40,396	20.7	16	6	22	3	0	0.0	2	9.1
Public Health Inspectors	13,073	6.7	7	0	7	0	1	12.5	3	37.5
Rehabilitation - Chiropodists/Podiatrists	1,965	1.0	1	0	1	0	0	0.0	1	100.0
Rehabilitation - Exercise Therapists	6,183	3.2	2	2	4	1	1	20.0	0	0.0
Rehabilitation - Occupational Therapists	13,455	6.9	3	5	8	1	1	11.1	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	15,975	8.2	8	4	12	4	1	7.7	0	0.0
Rehabilitation - Physical Therapists	29,063	14.9	19	2	21	1	3	12.5	3	12.5
Rehabilitation - Recreation Technologists	8,088	4.2	4	0	4	3	1	20.0	0	0.0
Rehabilitation - Speech-Language Pathologists	11,508	5.9	4	3	7	0	2	22.2	0	0.0
Social Service Workers	30,743	15.8	12	1	13	8	0	0.0	0	0.0
Social Workers	36,227	18.6	17	3	20	1	1	4.8	3	14.3
ROLLING HILLS	110,776	56.9	19	70	89	46	1	1.1	15	16.7
Ambulance - Emergency Medical Technicans (EMT)	1,340	0.7	0	0	0	7	0	0	0	0.0
Ambulance - EMT-Advanced	830	0.4	0	1	1	0	0	0	0	0.0
Ambulance - Other Ambulance Attendants	456	0.2	0	0	0	22	0	0	0	0.0
Health Care - Home Care Aides	18,739	9.6	6	14	20	9	0	0	9	45.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Rolling Hills, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Health Care - Special Care/Health Care Aides	63,349	32.5	8	38	46	4	0	0	3	6.5
Health Service Managers	3,104	1.6	1	1	2	0	0	0	1	50.0
Nursing - General & Specialized	18,566	9.5	2	16	18	4	1	0	2	0.0
Pharmacists	4,392	2.3	2	0	2	0	0	0	0	0.0
SOUTH CENTRAL	886,388	455.0	318	168	486	231	4	0.8	74	15.1
Ambulance - Emergency Medical Technicans (EMT)	23,599	12.1	4	7	11	23	0	0.0	0	0.0
Ambulance - EMT-Advanced	8,088	4.2	3	0	3	1	0	0.0	0	0.0
Ambulance - EMT-Paramedic	2,873	1.5	1	0	1	1	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	1,628	0.8	0	1	1	13	0	0.0	0	0.0
Diagnostic-Combined Technicians	3,678	1.9	0	2	2	4	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	14,902	7.6	5	3	8	3	0	0.0	0	0.0
Diagnostic-Radiological Technologists	9,591	4.9	3	1	4	4	0	0.0	0	0.0
Food Service Supervisors	3,900	2.0	2	0	2	0	0	0.0	0	0.0
Health Care - Home Care Aides	83,838	43.0	29	44	73	35	0	0.0	54	74.0
Health Care - Nurse Aides	167,284	85.9	63	5	68	42	0	0.0	5	7.4
Health Care - Special Care/Health Care Aides	150,016	77.0	55	21	76	32	0	0.0	5	6.6
Health Educators	7,769	4.0	4	0	4	0	0	0.0	0	0.0
Health Records Administrators	3,412	1.8	2	0	2	0	0	0.0	1	50.0
Health Records Technicians	7,568	3.9	1	5	6	2	0	0.0	0	0.0
Health Service Managers	19,199	9.9	10	1	11	0	0	0.0	2	18.2
Nursing - General & Specialized	141,551	72.7	34	54	88	46	0	0.0	4	4.5
Nursing - Licensed Practical Nurses	27,890	14.3	10	6	16	8	0	0.0	1	6.3
Nursing - Psychiatric Nurses	81,744	42.0	32	8	40	12	0	0.0	2	5.0
Nursing - Public Health Nurse	13,041	6.7	4	6	10	2	0	0.0	0	0.0
Nutritionists and Dietitians	6,050	3.1	3	0	3	0	0	0.0	0	0.0
Pharmacists	37,192	19.1	16	2	18	3	3	14.3	0	0.0
Pharmacy Technicians	7,643	3.9	4	0	4	0	1	20.0	0	0.0
Psychologists	5,850	3.0	3	0	3	0	0	0.0	0	0.0
Public Health Inspectors	7,694	3.9	4	0	4	0	0	0.0	0	0.0
Rehabilitation - Chiropodists/Podiatrists	3,322	1.7	1	1	2	0	0	0.0	0	0.0
Rehabilitation - Exercise Therapists	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Occupational & Physical Therapy Assistants	8,709	4.5	5	1	6	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	8,448	4.3	4	0	4	0	0	0.0	0	0.0
Rehabilitation - Recreation Technologists	3,898	2.0	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Recreation Therapists	1,950	1.0	1	0	1	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

South Central, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Social Workers	20,031	10.3	11	0	11	0	0	0.0	0	0.0
SOUTH COUNTRY	276,946	142.2	89	123	212	96	7	3.2	27	12.3
Rehabilitation - Speech-Language Pathologists	8,195	4.2	4	2	6	0	0	0.0	0	0.0
Social Service Workers	1,949	1.0	1	0	1	0	0	0.0	0	0.0
Ambulance - Emergency Medical Technicans (EMT)	3,328	1.7	6	3	9	2	2	18.2	4	36.4
Ambulance - EMT-Paramedic	11,843	6.1	5	3	8	0	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	1,664	0.9	1	0	1	6	0	0.0	0	0.0
Diagnostic-Combined Technicians	7,662	3.9	2	6	8	5	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	9,773	5.0	4	3	7	0	0	0.0	0	0.0
Diagnostic-Radiological Technologists	4,244	2.2	2	2	4	0	0	0.0	0	0.0
Health Care - Nurse Aides	45,642	23.4	12	21	33	22	0	0.0	6	18.2
Health Care - Special Care/Health Care Aides	47,224	24.2	11	22	33	8	1	2.9	8	23.5
Health Records Administrators	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	1,949	1.0	0	1	1	0	0	0.0	0	0.0
Health Service Managers	7,926	4.1	4	0	4	0	0	0.0	0	0.0
Nursing - General & Specialized	88,999	45.7	26	48	74	34	3	3.9	7	9.1
Nursing - Licensed Practical Nurses	20,236	10.4	7	6	13	16	0	0.0	0	0.0
Nursing - Psychiatric Nurses	700	0.4	0	0	0	1	0	0.0	0	0.0
Nursing - Public Health Nurse	7,302	3.7	2	4	6	0	0	0.0	0	0.0
Nutritionists and Dietitians	416	0.2	0	1	1	0	0	0.0	0	0.0
Pharmacists	13,100	6.7	5	2	7	1	1	12.5	2	25.0
Pharmacy Technicians	2,990	1.5	1	1	2	1	0	0.0	0	0.0
SOUTH EAST	738,821	379.3	187	310	497	267	3	0.6	22	4.4
Ambulance - Emergency Medical Technicans (EMT)	25,508	13.1	7	3	10	11	0	0.0	0	0.0
Ambulance - EMT-Advanced	6,198	3.2	2	0	2	1	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	1,948	1.0	1	0	1	22	0	0.0	0	0.0
Dental - Certified Dental Assistants	3,328	1.7	2	0	2	0	0	0.0	0	0.0
Dental - Dental Hygienists	1,664	0.9	1	0	1	0	0	0.0	0	0.0
Dental - Dental Therapists	1,664	0.9	1	0	1	0	0	0.0	0	0.0
Dental - Dentists	3,328	1.7	2	0	2	0	0	0.0	0	0.0
Dental - Denturists	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	11,054	5.7	0	10	10	7	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	16,955	8.7	6	5	11	1	0	0.0	2	18.2
Diagnostic-Radiological Technologists	7,570	3.9	1	2	3	0	0	0.0	0	0.0
Health Care - Home Care Aides	48,972	25.1	5	39	44	17	0	0.0	0	0.0
Health Care - Nurse Aides	1,921	1.0	0	0	0	4	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

South East, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Health Care - Special Care/Health Care Aides	241,978	124.2	55	106	161	82	0	0.0	9	5.6
Health Educators	2,753	1.4	0	6	6	0	0	0.0	0	0.0
Health Records Administrators	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	9,799	5.0	3	6	9	0	0	0.0	0	0.0
Health Service Managers	25,673	13.2	10	4	14	1	0	0.0	1	7.1
Nursing - General & Specialized	180,908	92.9	44	88	132	98	0	0.0	7	5.3
Nursing - Licensed Practical Nurses	52,817	27.1	13	20	33	16	0	0.0	0	0.0
Nursing - Psychiatric Nurses	3,900	2.0	1	2	3	0	0	0.0	0	0.0
Nursing - Public Health Nurse	9,175	4.7	2	5	7	3	0	0.0	1	14.3
Nutritionists and Dietitians	3,900	2.0	2	0	2	0	0	0.0	0	0.0
Pharmacists	39,114	20.1	14	7	21	4	2	8.7	0	0.0
Pharmacy Technicians	4,093	2.1	1	2	3	0	0	0.0	0	0.0
Psychologists	5,544	2.8	2	2	4	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	6,260	3.2	2	1	3	0	0	0.0	1	33.3
Rehabilitation - Recreation Technologists	0	0.0	0	0	0	0	1	0.0	1	100.0
Rehabilitation - Recreation Therapists	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	3,307	1.7	0	2	2	0	0	0.0	0	0.0
Social Workers	13,644	7.0	7	0	7	0	0	0.0	0	0.0
SOUTHWEST	408,845	209.9	110	168	278	164	9	3.1	15	5.2
Ambulance - Emergency Medical Technicans (EMT)	13,856	7.1	3	6	9	18	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	9,885	5.1	0	0	0	40	0	0.0	2	0
Diagnostic-Combined Technicians	11,070	5.7	2	6	8	5	0	0.0	2	25.0
Diagnostic-Medical Laboratory Technologists	4,639	2.4	3	0	3	0	0	0.0	0	0.0
Diagnostic-Radiological Technologists	4,876	2.5	1	1	2	2	0	0.0	0	0.0
Food Service Supervisors	6,942	3.6	3	1	4	0	0	0.0	0	0.0
Health Care - Home Care Aides	1,948	1.0	1	0	1	2	0	0.0	0	0.0
Health Care - Nurse Aides	22,784	11.7	8	3	11	29	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	156,108	80.1	37	64	101	38	1	1.0	7	6.9
Health Educators	3,119	1.6	1	3	4	0	0	0.0	0	0.0
Health Records Technicians	7,960	4.1	4	1	5	1	0	0.0	0	0.0
Health Service Managers	19,480	10.0	10	0	10	0	0	0.0	0	0.0
Nursing - General & Specialized	91,358	46.9	17	65	82	26	8	8.9	3	3.3
Nursing - Licensed Practical Nurses	20,499	10.5	6	12	18	2	0	0.0	0	0.0
Nursing - Psychiatric Nurses	1,989	1.0	1	1	2	0	0	0.0	0	0.0
Nursing - Public Health Nurse	7,588	3.9	3	2	5	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Southwest, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Nutritionists and Dietitians	1,944	1.0	1	0	1	0	0	0.0	0	0.0
Pharmacists	12,920	6.6	5	1	6	1	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	1,624	0.8	0	1	1	0	0	0.0	1	100.0
Rehabilitation - Physical Therapists	2,605	1.3	1	1	2	0	0	0.0	0	0.0
Rehabilitation - Recreation Technologists	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Social Service Workers	1,945	1.0	1	0	1	0	0	0.0	0	0.0
Social Workers	1,756	0.9	1	0	1	0	0	0.0	0	0.0
SWIFT CURRENT	609,949	313.1	217	190	407	93	9	2.2	17	4.1
Ambulance - Emergency Medical Technicans (EMT)	11,314	5.8	2	7	9	2	2	18.2	3	27.3
Ambulance - EMT-Advanced	8,588	4.4	4	0	4	0	2	33.3	2	33.3
Dental - Certified Dental Assistants	14,040	7.2	6	2	8	0	0	0.0	0	0.0
Dental - Dental Hygienists	6,136	3.1	2	3	5	0	0	0.0	0	0.0
Dental - Dental Therapists	3,484	1.8	2	0	2	0	0	0.0	0	0.0
Dental - Dentists	6,240	3.2	3	0	3	0	0	0.0	0	0.0
Dental - Denturists	7,792	4.0	4	0	4	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	8,000	4.1	0	8	8	2	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	2,922	1.5	1	1	2	0	0	0.0	0	0.0
Diagnostic-Electrocardiograph Technicians	2,813	1.4	1	1	2	0	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	24,674	12.7	8	9	17	0	0	0.0	0	0.0
Diagnostic-Radiological Technologists	17,768	9.1	7	2	9	1	1	10.0	0	0.0
Health Care - Nurse Aides	1,248	0.6	0	1	1	0	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	185,976	95.5	66	71	137	33	0	0.0	0	0.0
Health Educators	5,845	3.0	2	2	4	0	0	0.0	0	0.0
Health Records Administrators	5,844	3.0	3	0	3	0	0	0.0	0	0.0
Health Records Technicians	6,977	3.6	2	3	5	0	0	0.0	0	0.0
Health Service Managers	18,065	9.3	8	5	13	5	1	7.1	2	14.3
Nursing - General & Specialized	106,101	54.5	34	46	80	29	1	1.2	3	3.7
Nursing - Licensed Practical Nurses	28,158	14.5	9	11	20	7	0	0.0	0	0.0
Nursing - Psychiatric Nurses	12,306	6.3	5	2	7	3	0	0.0	0	0.0
Nursing - Public Health Nurse	47,048	24.2	13	4	17	7	0	0.0	3	17.6
Nutritionists and Dietitians	5,847	3.0	3	0	3	0	0	0.0	0	0.0
Pharmacists	24,560	12.6	10	6	16	4	0	0.0	3	18.8
Pharmacy Technicians	3,896	2.0	2	0	2	0	0	0.0	1	50.0
Psychologists	5,844	3.0	3	0	3	0	1	25.0	0	0.0
Public Health Inspectors	7,792	4.0	4	0	4	0	0	0.0	0	0.0
Rehabilitation - Chiropodists/Podiatrists	1,948	1.0	1	0	1	0	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Swift Current, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Rehabilitation - Occupational Therapists	4,411	2.3	2	1	3	0	1	25.0	0	0.0
Rehabilitation - Physical Therapists	4,680	2.4	0	3	3	0	0	0.0	0	0.0
Rehabilitation - Recreation Therapists	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	3,896	2.0	2	0	2	0	0	0.0	0	0.0
Social Workers	13,786	7.1	7	2	9	0	0	0.0	0	0.0
TOUCHWOOD QU'APPELLE	392,419	201.4	108	104	212	94	3	1.4	19	8.8
Ambulance - Emergency Medical Technicans (EMT)	17,532	9.0	8	2	10	0	0	0.0	3	30.0
Ambulance - Other Ambulance Attendants	1,300	0.7	0	0	0	2	0	0.0	0	0.0
Diagnostic-Combined Technicians	13,575	7.0	1	7	8	3	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	7,361	3.8	2	2	4	0	0	0.0	2	50.0
Diagnostic-Radiological Technologists	1,347	0.7	0	1	1	0	0	0.0	0	0.0
Food Service Supervisors	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Care - Home Care Aides	29,238	15.0	0	14	14	12	0	0.0	2	14.3
Health Care - Nurse Aides	15,588	8.0	3	6	9	6	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	115,536	59.3	35	24	59	28	0	0.0	5	8.5
Health Educators	3,874	2.0	2	0	2	0	0	0.0	0	0.0
Health Records Administrators	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	5,510	2.8	2	1	3	1	0	0.0	0	0.0
Health Service Managers	13,583	7.0	7	0	7	0	0	0.0	0	0.0
Nursing - General & Specialized	93,187	47.8	20	35	55	36	2	3.5	4	7.0
Nursing - Licensed Practical Nurses	31,633	16.2	8	8	16	6	0	0.0	2	12.5
Nursing - Primary Care Nurses	1,920	1.0	1	0	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	4,727	2.4	2	2	4	0	0	0.0	0	0.0
Nutritionists and Dietitians	3,874	2.0	2	0	2	0	0	0.0	0	0.0
Pharmacists	20,990	10.8	9	2	11	0	1	8.3	1	8.3
Pharmacy Technicians	3,896	2.0	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Occupational Therapists	1,924	1.0	1	0	1	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	1,924	1.0	1	0	1	0	0	0.0	0	0.0
TWIN RIVERS	383,421	196.8	83	152	235	123	2	0.8	10	4.2
Ambulance - Emergency Medical Technicans (EMT)	20,328	10.4	8	0	8	12	0	0.0	2	25.0
Ambulance - EMT-Advanced	19,584	10.1	3	0	3	4	1	25.0	1	25.0
Ambulance - Other Ambulance Attendants	5,628	2.9	0	0	0	29	0	0.0	0	0.0
Diagnostic-Combined Technicians	19,390	10.0	3	9	12	4	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	2,689	1.4	1	1	2	0	0	0.0	0	0.0
Health Care - Home Care Aides	34,656	17.8	0	20	20	11	0	0.0	0	0.0
Health Care - Nurse Aides	10,607	5.4	2	7	9	5	0	0.0	0	0.0

Appendix 7 - Rural Health District Areas 1999 (continued)

Swift Current, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Health Care - Special Care/Health Care Aides	90,826	46.6	18	49	67	23	0	0.0	0	0.0
Health Educators	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	1,900	1.0	1	1	2	1	0	0.0	0	0.0
Health Service Managers	13,440	6.9	6	1	7	0	1	12.5	2	25.0
Nursing - General & Specialized	82,774	42.5	12	39	51	22	0	0.0	0	0.0
Nursing - Licensed Practical Nurses	38,525	19.8	11	13	24	9	0	0.0	0	0.0
Nursing - Primary Care Nurses	2,080	1.1	1	0	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	4,259	2.2	2	0	2	1	0	0.0	0	0.0
Nutritionists and Dietitians	2,046	1.1	1	1	2	0	0	0.0	1	50.0
Pharmacists	22,394	11.5	9	6	15	2	0	0.0	2	13.3
Psychologists	975	0.5	0	1	1	0	0	0.0	0	0.0
Rehabilitation - Physical Therapists	2,912	1.5	0	2	2	0	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	975	0.5	0	1	1	0	0	0.0	0	0.0
Social Service Workers	1,950	1.0	1	0	1	0	0	0.0	1	100.0
Social Workers	3,403	1.7	3	1	4	0	0	0.0	1	25.0
Rural Health District Area Totals	**17,968,446**	**9,224.0**	**5,639**	**5,494**	**11,133**	**4,348**	**209**	**1.8**	**776**	**6.8**

NORTHERN Health District Area Totals (aggregate totals are at the end of the chart)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
KEEWATIN YATTHE	124,106	63.7	37	41	78	7	7	8.2	12	14.1
Diagnostic-Combined Technicians	2,707	1.4	2	0	2	0	0	0.0	2	100.0
Health Care - Home Care Aides	29,250	15.0	0	24	24	0	0	0.0	0	0.0
Health Care - Nurse Aides	10,697	5.5	0	6	6	0	0	0.0	0	0.0
Health Records Technicians	1,911	1.0	1	0	1	0	0	0.0	1	100.0
Health Service Managers	5,147	2.6	3	0	3	0	1	25.0	1	25.0
Nursing - General & Specialized	20,540	10.5	10	1	11	3	3	21.4	8	57.1
Nursing - Licensed Practical Nurses	975	0.5	0	1	1	0	0	0.0	0	0.0
Nursing - Primary Care Nurses	11,000	5.6	5	0	5	3	0	0.0	0	0.0
Nursing - Psychiatric Nurses	1,950	1.0	1	0	1	0	0	0.0	0	0.0
Nursing - Public Health Nurse	10,000	5.1	5	0	5	0	0	0.0	0	0.0
Pharmacists	8,504	4.4	3	1	4	1	1	20.0	0	0.0
Rehabilitation - Physical Therapists	950	0.5	0	1	1	0	0	0.0	0	0.0

Appendix 7 - Northern Health District Areas 1999 (continued)

Keewatin Yatthe, cont'd

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Social Service Workers	16,575	8.5	5	7	12	0	1	7.7	0	0.0
Social Workers	3,900	2.0	2	0	2	0	1	33.3	0	0.0
MAMAWETAN/CHURCHILL RIVER	228,777	117.4	99	30	129	61	8	5.8	6	4.4
Ambulance - Emergency Medical Technicans (EMT)	8,064	4.1	4	0	4	0	0	0.0	0	0.0
Ambulance - EMT-Advanced	10,840	5.6	5	1	6	0	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	980	0.5	1	3	4	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	1,772	0.9	0	1	1	0	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Diagnostic-Radiological Technologists	8,023	4.1	1	3	4	0	0	0.0	0	0.0
Food Service Supervisors	1,942	1.0	1	0	1	0	0	0.0	0	0.0
Health Care - Home Care Aides	19,394	10.0	8	1	9	12	0	0.0	0	0.0
Health Care - Nurse Aides	19,284	9.9	12	0	12	23	0	0.0	0	0.0
Health Care - Special Care/Health Care Aides	10,932	5.6	2	1	3	12	0	0.0	0	0.0
Health Educators	7,792	4.0	4	0	4	0	0	0.0	0	0.0
Health Records Administrators	1,948	1.0	1	0	1	0	0	0.0	0	0.0
Health Records Technicians	3,896	2.0	0	2	2	0	0	0.0	0	0.0
Health Service Managers	18,386	9.4	9	2	11	0	0	0.0	0	0.0
Nursing - General & Specialized	32,295	16.6	12	3	15	3	0	0.0	1	6.7
Nursing - Licensed Practical Nurses	20,668	10.6	7	3	10	4	0	0.0	3	30.0
Nursing - Primary Care Nurses	1,418	0.7	3	0	3	6	4	57.1	0	0.0
Nursing - Psychiatric Nurses	3,896	2.0	2	0	2	0	0	0.0	0	0.0
Nursing - Public Health Nurse	16,316	8.4	8	4	12	0	1	7.7	1	7.7
Nutritionists and Dietitians	3,898	2.0	2	0	2	0	0	0.0	0	0.0
Pharmacists	16,271	8.4	6	3	9	0	3	25.0	0	0.0
Pharmacy Technicians	2,876	1.5	0	2	2	0	0	0.0	0	0.0
Psychologists	3,896	2.0	2	0	2	0	0	0.0	0	0.0
Public Health Inspectors	1,912	1.0	3	0	3	1	0	0.0	1	33.3
Rehabilitation - Speech-Language Pathologists	2,338	1.2	1	1	2	0	0	0.0	0	0.0
Social Workers	5,844	3.0	3	0	3	0	0	0.0	0	0.0
Northern Health District Area Totals	**352,883**	**181**	**136**	**71**	**207**	**68**	**15**	**6.8**	**18**	**8.1**

Appendix 7 - Saskatoon Health District Area 1999 (continued)

URBAN Health District Area Totals (aggregate totals are at the end of the chart)

SASKATOON Health District Area

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Ambulance - Emergency Medical Technicans (EMT)	41,174	21.1	7	10	17	4	0	0.0	3	17.6
Ambulance - EMT-Paramedic	38,691	19.9	24	0	24	4	0	0.0	3	12.5
Dental - Certified Dental Assistants	79,268	40.7	35	21	56	1	3	5.1	7	11.9
Dental - Dental Hygienists	15,166	7.8	10	2	12	2	0	0.0	0	0.0
Dental - Dental Technicians	22,358	11.5	9	0	9	0	0	0.0	0	0.0
Dental - Dental Therapists	3,928	2.0	1	2	3	0	0	0.0	0	0.0
Dental - Dentists	46,472	23.9	17	19	36	1	1	2.7	1	2.7
Dental - Denturists	21,580	11.1	11	0	11	0	0	0.0	1	9.1
Dental - Uncertified Dental Assistants	13,150	6.8	7	0	7	1	0	0.0	0	0.0
Diagnostic-Combined Technicians	21,426	11.0	6	10	16	5	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	11,288	5.8	5	2	7	8	2	22.2	0	0.0
Diagnostic-Electrocardiograph Technicians	41,736	21.4	18	3	21	12	0	0.0	0	0.0
Diagnostic-Electroneurophysiology Technologists	11,615	6.0	6	0	6	0	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	456,737	234.5	143	102	245	59	2	0.8	5	2.0
Diagnostic-Nuclear Medicine Technologists	24,909	12.8	11	1	12	0	0	0.0	0	0.0
Diagnostic-Operating Room Technicians	49,702	25.5	18	14	32	6	2	5.9	2	5.9
Diagnostic-Radiation Therapists	28,200	14.5	14	3	17	5	3	15.0	10	50.0
Diagnostic-Radiological Technologists	134,911	69.3	55	18	73	12	0	0.0	2	2.7
Food Service Supervisors	54,541	28.0	19	11	30	20	0	0.0	0	0.0
Health Care - Home Care Aides	583,884	299.7	36	177	213	199	0	0.0	12	5.6
Health Care - Nurse Aides	259,268	133.1	95	77	172	104	2	1.1	12	6.9
Health Care - Special Care/Health Care Aides	859,544	441.2	236	250	486	259	3	0.6	23	4.7
Health Educators	109,626	56.3	29	55	84	1	0	0.0	3	3.6
Health Records Administrators	30,221	15.5	14	5	19	1	0	0.0	2	10.5
Health Records Technicians	46,843	24.0	18	6	24	3	1	4.0	5	20.0
Health Service Managers	329,768	169.3	162	19	181	4	1	0.5	9	4.9
Nursing - General & Specialized	3,423,568	1,757.5	1,020	784	1,804	729	19	1.0	66	3.6
Nursing - Licensed Practical Nurses	412,022	211.5	115	120	235	124	2	0.8	10	4.2
Nursing - Primary Care Nurses	50,257	25.8	0	0	0	72	0	0.0	0	0.0
Nursing - Psychiatric Nurses	205,933	105.7	87	31	118	60	0	0.0	0	0.0
Nursing - Public Health Nurse	183,861	94.4	72	40	112	35	5	4.3	2	1.7
Nutritionists and Dietitians	41,505	21.3	14	16	30	20	0	0.0	1	3.3
Pharmacists	339,924	174.5	139	96	235	25	1	0.4	6	2.5
Pharmacy Technicians	132,549	68.0	56	27	83	19	1	1.2	6	7.1
Psychologists	72,459	37.2	31	26	57	4	6	9.5	8	12.7

Appendix 7 - Saskatoon Health District Area 1999 (continued)

Saskatoon, cont'd

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Public Health Inspectors	28,156	14.5	14	0	14	1	0	0.0	1	7.1
Rehabilitation - Audiologists	7,659	3.9	4	1	5	0	0	0.0	0	0.0
Rehabilitation - Chiropodists/Podiatrists	4,295	2.2	2	0	2	0	0	0.0	0	0.0
Rehabilitation - Exercise Therapists	24,899	12.8	12	9	21	4	0	0.0	5	23.8
Rehabilitation - Occupational Therapists	108,419	55.7	47	19	66	2	2	2.9	10	14.7
Rehabilitation - Occupational & Physical Therapy Assistants	63,816	32.8	22	21	43	16	0	0.0	5	11.6
Rehabilitation - Physical Therapists	144,534	74.2	67	37	104	23	1	1.0	12	11.4
Rehabilitation - Prosthetists & Orthotists	13,636	7.0	7	0	7	0	0	0.0	0	0.0
Rehabilitation - Recreation Technologists	39,528	20.3	16	8	24	5	0	0.0	3	12.5
Rehabilitation - Recreation Therapists	36,063	18.5	15	4	19	2	0	0.0	4	21.1
Rehabilitation - Respiratory Therapists	51,660	26.5	22	7	29	36	0	0.0	0	0.0
Rehabilitation - Speech-Language Pathologists	70,916	36.4	30	12	42	0	0	0.0	1	2.4
Social Service Workers	156,639	80.4	35	88	123	2	0	0.0	0	0.0
Social Workers	177,793	91.3	74	42	116	7	0	0.0	9	7.8
Saskatoon Health District Area Total	9,126,097	4,684.9	2,907	2,195	5,102	1,897	57	1.1	249	4.8

REGINA Health District Area

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Ambulance - Emergency Medical Technicans (EMT)	29,727	15.3	9	0	9	25	0	0.0	0	0.0
Ambulance - EMT-Advanced	2,180	1.1	0	0	0	3	0	0.0	0	0.0
Ambulance - EMT-Paramedic	78,855	40.5	29	4	33	7	0	0.0	0	0.0
Ambulance - Other Ambulance Attendants	32,724	16.8	9	10	19	12	0	0.0	0	0.0
Dental - Certified Dental Assistants	75,056	38.5	36	6	42	0	0	0.0	5	11.9
Dental - Dental Hygienists	29,412	15.1	8	15	23	0	1	4.2	0	0.0
Dental - Dental Technicians	35,664	18.3	18	0	18	0	0	0.0	1	5.6
Dental - Dental Therapists	3,823	2.0	1	2	3	0	0	0.0	0	0.0
Dental - Dentists	30,814	15.8	16	1	17	1	2	10.5	3	15.8
Dental - Denturists	27,348	14.0	12	0	12	0	1	7.7	2	15.4
Dental - Uncertified Dental Assistants	3,522	1.8	0	3	3	0	0	0.0	0	0.0
Diagnostic-Combined Technicians	2,269	1.2	1	0	1	2	0	0.0	0	0.0
Diagnostic-Diagnostic Medical Sonographers	31,785	16.3	13	6	19	1	3	13.6	3	13.6

Appendix 7 - Regina Health District Area 1999 (continued)

Regina, cont'd

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Diagnostic-Electrocardiograph Technicians	31,850	16.4	14	2	16	4	2	11.1	2	11.1
Diagnostic-Electroneurophysiology Technologists	7,800	4.0	4	0	4	0	1	20.0	1	20.0
Diagnostic-Medical Laboratory Technologists	428,956	220.2	200	58	258	19	7	2.6	11	4.2
Diagnostic-Nuclear Medicine Technologists	27,300	14.0	14	0	14	0	0	0.0	0	0.0
Diagnostic-Operating Room Technicians	36,075	18.5	13	9	22	3	0	0.0	0	0.0
Diagnostic-Radiation Therapists	37,950	19.5	20	2	22	2	0	0.0	6	27.3
Diagnostic-Radiological Technologists	105,837	54.3	48	13	61	2	0	0.0	1	1.6
Food Service Supervisors	54,839	28.2	15	10	25	25	1	3.8	1	3.8
Health Care - Home Care Aides	254,597	130.7	58	78	136	44	8	5.6	15	10.4
Health Care - Nurse Aides	668,699	343.3	130	191	321	331	0	0.0	24	7.5
Health Care - Special Care/Health Care Aides	1,180,250	605.9	447	216	663	127	0	0.0	63	9.5
Health Educators	74,165	38.1	30	16	46	0	0	0.0	0	0.0
Health Records Administrators	38,836	19.9	20	0	20	0	0	0.0	1	5.0
Health Records Technicians	49,606	25.5	23	10	33	2	0	0.0	7	21.2
Health Service Managers	221,084	113.5	113	7	120	0	2	1.6	11	9.0
Nursing - General & Specialized	2,597,004	1,333.2	961	606	1,567	523	89	5.4	113	6.8
Nursing - Licensed Practical Nurses	702,719	360.7	257	110	367	165	22	5.7	34	8.7
Nursing - Psychiatric Nurses	403,267	207.0	126	100	226	75	11	4.6	16	6.8
Nursing - Public Health Nurse	150,506	77.3	61	24	85	6	2	2.3	2	2.3
Nutritionists and Dietitians	46,439	23.8	21	6	27	0	0	0.0	2	7.4
Pharmacists	276,008	141.7	111	45	156	14	2	1.3	25	15.8
Pharmacy Technicians	120,526	61.9	47	25	72	4	2	2.7	6	8.1
Psychologists	87,053	44.7	36	16	52	2	3	5.5	2	3.6
Public Health Inspectors	25,334	13.0	13	0	13	0	0	0.0	0	0.0
Rehabilitation - Audiologists	15,590	8.0	7	0	7	0	1	12.5	1	12.5
Rehabilitation - Chiropodists/Podiatrists	5,733	2.9	3	0	3	0	0	0.0	0	0.0
Rehabilitation - Exercise Therapists	76,542	39.3	19	9	28	7	0	0.0	6	21.4
Rehabilitation - Occupational Therapists	88,587	45.5	39	12	51	2	4	7.3	7	12.7
Rehabilitation - Occupational & Physical Therapy Assistants	71,231	36.6	30	5	35	10	0	0.0	3	8.6
Rehabilitation - Physical Therapists	156,049	80.1	59	33	92	3	9	8.9	15	14.9
Rehabilitation - Prosthetists & Orthotists	9,740	5.0	5	0	5	0	2	28.6	2	28.6
Rehabilitation - Recreation Technologists	43,868	22.5	15	10	25	10	0	0.0	4	16.0
Rehabilitation - Recreation Therapists	59,616	30.6	26	8	34	4	0	0.0	3	8.8
Rehabilitation - Respiratory Therapists	67,538	34.7	31	0	31	11	2	6.1	8	24.2
Rehabilitation - Speech-Language Pathologists	60,401	31.0	24	14	38	0	0	0.0	2	5.3

Appendix 7 - Regina Health District Area 1999 (continued)

Regina, cont'd

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-TimeTotals	Casual Positions	Total Vacancies	Vacancy Rate (%)	Total Turnovers	Turnover Rate (%)
Social Service Workers	206,740	106.1	59	138	197	0	0	0.0	0	0.0
Social Workers	200,550	103.0	79	40	119	21	3	2.5	2	1.6
Regina Health District Area Total	9,072,064	4,657.1	3,330	1,860	5,190	1,467	180	3.4	410	7.6

Appendix 8

1999 Average Age of Health Employees in Saskatchewan by Occupation

OCCUPATION	Ave.Age
Ambulance - Emergency Medical Technicians (EMT)	36.0
Ambulance - EMT-Advanced	32.8
Ambulance - EMT-Paramedic	35.1
Ambulance - Other Ambulance Attendants	38.7
Dental - Certified Dental Assistants	32.8
Dental - Dental Hygienists	36.5
Dental - Dental Technicians	49.7
Dental - Dental Therapists	39.5
Dental - Dentists	41.7
Dental - Denturists	41.3
Dental - Uncertified Dental Assistants	44.6
Diagnostic-Combined Technicians	38.8
Diagnostic-Diagnostic Medical Sonographers	39.1
Diagnostic-Electrocardiograph Technicians	48.0
Diagnostic-Electroneurophysiology Technologists	43.0
Diagnostic-Medical Laboratory Technologists	42.2
Diagnostic-Nuclear Medicine Technologists	36.0
Diagnostic-Operating Room Technicians	48.3
Diagnostic-Radiation Therapists	33.5
Diagnostic-Radiological Technologists	43.0
Food Service Supervisors	40.9
Health Care - Home Care Aides	41.4
Health Care - Nurse Aides	39.7
Health Care - Special Care/Health Care Aides	41.7
Health Educators	41.8
Health Records Administrators	39.6
Health Records Technicians	41.6
Health Service Managers	46.0

OCCUPATION	Ave.Age
Nursing - General and Specialized	43.0
Nursing - Licensed Practical Nurses	43.2
Nursing - Primary Care Nurses	42.4
Nursing - Psychiatric Nurses	42.3
Nursing - Public Health Nurse	42.2
Nutritionists and Dietitians	37.9
Pharmacists	40.6
Pharmacy Technicians	33.0
Psychologists	44.8
Public Health Inspectors	40.3
Rehabilitation - Audiologists	38.0
Rehabilitation - Chiropodists/Podiatrists	43.5
Rehabilitation - Exercise Therapists	29.3
Rehabilitation - Occupational Therapists (OT)	38.5
Rehabilitation - Physical Therapists (PT)	37.4
Rehabilitation - OT and PT Assistants	35.9
Rehabilitation - Prosthetists & Orthotists	n/a
Rehabilitation-Recreation Technologists	38.0
Rehabilitation-Recreation Therapists	38.5
Rehabilitation-Respiratory Therapists	32.0
Rehabilitation - Speech-Language Pathologists	37.1
Social Service Workers	40.4
Social Workers	42.3

AVERAGE AGE	40.5

The average age was calculated based only on the surveys providing the average age of health service employees within each occupation.

APPENDIX 9

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY
TRENDS IN VACANCY RATES FOR HEALTH SERVICE OCCUPATIONS IN SASKATCHEWAN
1989 - 1999

	YEAR										
CATEGORY	**1989**	**1990**	**1991**	**1992**	**1993**	**1994**	**1995**	**1996**	**1997**	**1998**	**1999**
Ambulance - Emergency Medical Technicians (EMT)	8.6	5.2	2.4	0.7	1.6	0.8	2.0	2.3	0.9	3.7	3.4
Ambulance - EMT-Advanced	-	7.3	3.4	0.0	0.0	0.0	20.0	0.0	14.0	13.1	4.6
Ambulance - EMT-Paramedic	-	-	-	0.0	0.0	0.0	1.3	1.2	1.0	4.3	0.0
Ambulance - Other Ambulance Attendants	5.2	2.6	3.1	1.4	2.5	1.8	4.5	2.7	2.0	4.2	1.4
Dental - Certified Dental Assistants	2.8	2.4	1.9	1.5	0.6	1.6	0.4	0.1	1.6	0.9	2.4
Dental - Dental Hygienists	11.4	13.2	5.7	5.6	2.8	3.5	4.0	2.0	3.8	2.6	4.3
Dental - Dental Technicians	14.5	3.4	4.3	2.7	0.0	7.1	0.0	3.1	10.9	7.5	0.0
Dental - Dental Therapists	3.8	6.6	4.3	1.3	1.7	6.0	3.4	1.7	0.0	2.9	0.0
Dental - Dentists	1.6	0.0	1.2	0.6	1.4	1.9	1.6	1.9	1.9	1.5	3.3
Dental - Denturists	2.9	8.5	3.6	1.8	0.0	0.0	2.0	3.8	2.0	0.0	2.2
Dental - Uncertified Dental Assistants	3.8	1.2	0.5	1.1	0.0	2.3	0.0	1.6	4.5	0.0	0.0
Diagnostic-Combined Technicians	1.8	0.0	0.7	2.1	0.8	1.2	0.3	0.3	0.0	1.4	0.5
Diagnostic-Diagnostic Medical Sonographers	11.6	0.0	0.0	11.3	0.0	3.2	2.3	2.4	4.8	2.0	13.0
Diagnostic-Electrocardiograph Technicians	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.6	2.5	0.0	4.4
Diagnostic-Electroneurophysiology Technologists	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.4
Diagnostic-Medical Laboratory Technologists	1.4	2.8	0.9	1.2	1.4	0.5	0.0	0.4	1.2	0.6	1.5
Diagnostic-Medical Radiation Technologists	4.0	2.4	0.4	1.0	0.0	0.0	0.2	0.2	1.0	N/A	N/A
Diagnostic-Nuclear Medicine Technologists	4.2	0.0	0.0	4.0	0.0	0.0	0.0	7.1	0.0	6.5	0.0
Diagnostic-Operating Room Technicians	2.5	0.0	1.0	2.1	2.5	0.0	0.0	3.3	2.6	7.9	3.1
Diagnostic-Radiation Therapists	7.4	10.0	6.9	9.3	9.8	9.2	0.0	0.0	0.0	0.0	7.1
Diagnostic-Radiological Technologists	16.1	15.5	0.0	1.8	0.0	0.0	0.0	0.0	0.0	3.2	1.2
Food Service Supervisors	1.8	2.5	0.0	0.4	0.0	1.6	2.5	1.3	1.1	4.3	3.0
Health Care - Home Care Aides	-	-	-	-	0.2	0.1	1.3	0.4	0.4	1.1	1.5
Health Care - Nurse Aides	-	-	-	-	0.8	1.4	0.8	0.8	0.7	0.8	0.4
Health Care - Special Care/Health Care Aides	-	-	-	-	0.4	0.9	1.7	0.9	0.2	0.6	0.3
Health Educators	-	9.1	0.0	4.4	5.6	9.9	7.3	1.4	0.0	1.2	0.5
Health Records Administrators	1.8	1.6	2.2	2.1	2.1	0.0	0.8	0.0	0.0	0.0	1.5
Health Records Technicians	3.1	1.5	0.8	0.4	0.0	0.4	1.2	0.4	0.8	2.8	1.9
Health Service Managers	-	-	-	-	-	-	-	-	-	1.0	1.5
Nursing - Administration[1]	1.1	1.2	0.3	0.9	1.2	0.6	0.8	0.5	1.8	N/A	N/A
Nursing - Critical Care	0.8	0.6	0.9	0.7	0.4	0.5	0.7	0.2	0.0	1.9	N/A
Nursing - Dialysis	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	13.6	N/A
Nursing - Education	3.0	0.5	0.3	0.0	2.7	0.9	0.5	0.7	0.6	N/A	N/A
Nursing - Emergency Room	0.3	0.8	0.3	1.5	0.3	0.0	0.8	0.3	0.3	0.7	N/A
Nursing - General	2.1	1.8	1.6	0.6	1.0	0.5	1.5	0.8	0.5	3.7	2.9*
Nursing - Licensed Practical Nurses	0.9	0.6	0.1	0.2	0.3	0.9	1.3	1.1	0.5	2.1	2.2
Nursing - Licensed Practical Nurses - OR	-	0.0	1.0	0.0	1.1	0.0	0.0	0.0	15.4	8.3	N/A
Nursing - Not Registered/Students	6.1	0.6	0.0	1.4	0.0	0.0	3.2	0.0	0.0	N/A	N/A
Nursing - Occupational Health Nurses	-	-	-	-	-	0.0	0.0	0.0	3.7	0.0	N/A
Nursing - OR Nurses (with training)	5.5	1.1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	5.4	N/A
Nursing - OR Nurses (without training)	0.0	0.0	0.0	0.0	0.0	2.6	9.5	0.0	0.0	0.0	N/A
Nursing - Primary Care Nurses	-	-	-	-	-	-	-	8.3	3.0	13.8	17.2

APPENDIX 9 (continued)

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY
TRENDS IN VACANCY RATES FOR HEALTH SERVICE OCCUPATIONS IN SASKATCHEWAN
1989 - 1999

	YEAR										
CATEGORY	**1989**	**1990**	**1991**	**1992**	**1993**	**1994**	**1995**	**1996**	**1997**	**1998**	**1999**
Nursing - Public Health Nurses	2.0	3.6	2.0	1.5	4.6	2.1	3.3	3.1	2.6	2.5	2.4
Nursing - Psychiatric Nurses	1.7	5.1	3.0	3.3	4.0	2.0	1.9	1.3	0.8	2.8	2.8
Nursing - Psychiatric Nurses (Not Registered)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.7	0.0	N/A	N/A
Nursing-Psych Nurses-Administration[1]	3.5	3.1	0.9	1.0	1.0	0.0	0.0	0.0	5.9	N/A	N/A
Nursing - Psychiatric Nurses - Education[1]	0.0	0.0	0.0	0.0	0.0	0.0	20.8	0.0	9.3	N/A	N/A
Nutritionists and Dietitians	9.2	5.8	1.4	4.3	2.0	1.5	2.5	0.8	1.3	0.0	3.4
Pharmacists	3.5	2.6	1.4	0.8	0.8	1.9	1.4	0.9	0.8	1.9	3.6
Pharmacy Technicians	-	-	-	-	-	3.7	3.3	2.2	1.3	3.8	5.5
Psychologists	13.6	10.2	10.1	12.5	14.4	8.5	8.1	5.4	9.5	12.6	1.4
Public Health Inspectors	6.2	6.1	2.6	10.4	6.3	0.0	0.6	1.1	3.7	5.1	7.1
Rehabilitation - Audiologists	18.2	7.7	0.0	3.3	3.1	4.8	7.1	19.2	0.0	0.0	0.0
Rehabilitation- Chiripodists/Podiatrists	-	-	-	-	-	-	-	-	-	5.9	3.1
Rehabilitation - Exercise Therapists	-	-	-	-	-	-	-	-	-	0.0	5.7
Rehabilitation - Occupational Therapists (OT)	18.0	12.2	8.0	9.2	11.6	6.8	6.5	5.3	5.4	7.9	0.7
Rehabilitation - OT Assistants	2.1	3.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.8	0.7**
Rehabilitation - Physical Therapists (PT)	14.3	13.5	6.4	2.9	7.8	5.4	6.0	3.5	7.7	8.9	14.3
Rehabilitation - PT Assistants	0.5	2.4	2.2	0.0	4.4	1.5	1.9	0.0	0.4	1.9	0.7**
Rehabilitation - Prosthetists & Orthotists	11.1	0.0	6.5	10.5	9.5	0.0	0.0	4.3	14.6	6.3	0.0
Rehabilitation - Recreation Technologists	4.8	6.4	1.5	1.3	0.6	0.0	2.6	1.1	0.0	4.1	0.0
Rehabilitation - Recreation Therapists	-	-	-	-	-	-	-	-	1.9	4.3	3.2
Rehabilitation - RespiratoryTherapists	16.1	15.5	0.0	1.8	0.0	0.0	0.0	0.0	0.0	0.0	2.1
Rehabilitation - Speech-Language Pathologists	5.7	3.6	3.8	1.2	1.0	0.0	0.9	1.7	1.1	2.0	0.5
Social Service Workers	2.7	3.4	0.0	2.0	0.7	4.2	1.0	0.7	3.1	0.3	2.3
Social Workers	3.7	3.1	5.2	6.9	4.5	5.0	4.2	5.5	4.4	2.4	2.1
Mean Vacancy Rate for 1999											2.1

The data in this table are not comparable in all cases. Over the years various categories of employees have been reclassified into certain occupations or various cateogries of employers have been added. The figures, however, remain a fairly good indicator of vacancy rates. Large variations in rates from year to year within any occupation probably result from the relatively small total sample which also depends upon the response rates from year to year.

[1] **[see Health Service Managers]**

*** General and specialized nurses were reported as one category**

**** OT and PT Assistants were reported as one category**

APPENDIX 10

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY
VACANCY RATE AND TURNOVER RATE CHANGES BY OCCUPATION
COMPARING 1999 TO 1998

Occupation	Full Time Equivalents			Vacancy Rates			Turnover Rates		
	1999 FTEs	1998 FTEs	1998-1999 Rate Change	1999 Rate (%)	1998 Rate (%)	1998-1999 Rate Change	1999 Rate (%)	1998 Rate (%)	1998-1999 Rate Change
Ambulance - Emergency Medical Technicians (EMT)	276.9	323.3	-46.4	3.4	3.7	-0.3	13.7	14.5	-0.8
Ambulance - EMT-Advanced	90.8	55.6	35.2	4.6	13.1	-8.5	27.8	13.1	14.7
Ambulance - EMT-Paramedic	113.2	111.9	1.3	0.0	4.3	-4.3	9.4	10.8	-1.4
Ambulance - Other Ambulance Attendants	56.8	65.2	-8.4	1.4	4.2	-2.8	6.9	6.3	0.6
Dental - Certified Dental Assistants	130.7	324.5	-193.8	2.4	0.9	1.5	8.8	7.0	1.8
Dental - Dental Hygienists	47.1	101.9	-54.9	4.3	2.6	1.7	0.0	7.2	-7.2
Dental - Dental Technicians	37.0	46.8	-9.7	0.0	7.5	-7.5	2.9	0.0	2.9
Dental - Dental Therapists	16.3	51.4	-35.1	0.0	2.9	-2.9	4.0	0.0	4.0
Dental - Dentists	68.8	213.8	-145.0	3.3	1.5	1.8	4.4	5.2	-0.8
Dental - Denturists	45.5	41.0	4.5	2.2	0.0	2.2	6.7	7.5	-0.8
Dental - Uncertified Dental Assistants	13.5	42.5	-29.0	0.0	0.0	0.0	0.0	4.9	-4.9
Diagnostic-Combined Technicians	153.3	162.9	-9.6	0.5	1.4	-0.9	3.9	2.3	1.6
Diagnostic-Diagnostic Medical Sonographers	34.7	50.1	-15.3	13.0	2.0	11.0	10.9	5.9	5.0
Diagnostic-Electrocardiograph Technicians	44.3	28.0	16.2	4.4	0.0	4.4	6.7	0.0	N/A
Diagnostic-Electroneurophysiology Technologists	13.2	11.0	2.2	15.4	0.0	15.4	7.7	0.0	N/A
Diagnostic-Medical Laboratory Technologists	659.6	645.8	13.7	1.5	0.6	0.9	3.6	4.4	-0.8
Diagnostic-Nuclear Medicine Technologists	26.8	37.0	-10.2	0.0	6.5	-6.5	0.0	9.7	-9.7
Diagnostic-Operating Room Technicians	50.3	30.6	19.7	3.1	7.9	-4.8	3.1	2.6	0.5
Diagnostic-Radiation Therapists	34.0	37.1	-3.2	7.1	0.0	7.1	38.1	0.0	N/A
Diagnostic-Medical Radiation/Radiological Technologists	217.1	195.5	21.6	1.2	3.2	-2.0	3.3	7.6	-4.3
Food Service Supervisors	95.2	65.7	29.4	3.0	4.3	-1.3	5.1	2.9	2.2
Health Care - Home Care Aides	1014.9	963.4	51.5	1.5	1.1	0.4	12.8	11.4	1.4
Health Care - Nurse Aides	1225.0	1331.2	-106.2	0.4	0.8	-0.4	4.9	5.0	-0.1
Health Care - Special Care/Health Care Aides	3135.6	2524.9	610.7	0.3	0.6	-0.3	5.8	4.1	1.7
Health Educators	148.2	70.8	77.4	0.5	1.2	-0.7	2.5	7.2	-4.7
Health Records Administrators	62.3	83.3	-21.0	1.5	0.0	1.5	6.0	2.2	3.8
Health Records Technicians	130.6	147.3	-16.7	1.9	2.8	-0.9	10.1	9.7	0.4
Nursing - Administration/Health Service Managers	658.3	713.3	-55.0	1.5	1.0	0.5	7.3	8.1	-0.8
Nursing - Critical Care	N/A	678.7	N/A	N/A	1.9	N/A	N/A	1.0	N/A
Nursing - Dialysis	N/A	116.6	N/A	N/A	13.6	N/A	N/A	0.0	N/A
Nursing - Emergency Room	N/A	222.0	N/A	N/A	0.7	N/A	N/A	1.1	N/A
Nursing - General and Specialized*	5132.2	3634.2	1498.0	2.9	3.7	-0.8	5.9	6.4	-0.5
Nursing - Graduate	N/A	16.5	N/A	N/A	0.0	N/A	N/A	9.1	N/A
Nursing - Licensed Practical Nurses	1187.7	1036.3	151.4	2.2	2.1	0.1	5.7	2.6	3.1
Nursing - Licensed Practical Nurses - OR	N/A	35.4	N/A	N/A	8.3	N/A	N/A	2.1	N/A

* General and specialized nurses were reported as one category in 1999

+1

APPENDIX 10 (continued)

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY
VACANCY RATE AND TURNOVER RATE CHANGES BY OCCUPATION
COMPARING 1999 TO 1998

	Full Time Equivalents			Vacancy Rates			Turnover Rates		
Occupation	1999 FTEs	1998 FTEs	1998-1999 Rate Change	1999 Rate (%)	1998 Rate (%)	1998-1999 Rate Change	1998 Rate (%)	1998 Rate (%)	1998-1999 Rate Change
Nursing - OR Nurses (with training)	N/A	172.5	N/A	N/A	0.0	N/A	N/A	0.5	N/A
Nursing - OR Nurses (without training)	N/A	33.6	N/A	N/A	5.4	N/A	N/A	0.0	N/A
Nursing - Occupational Health Nurses	N/A	48.0	N/A	N/A	0.0	N/A	N/A	3.4	N/A
Nursing - Primary Care Nurses	77.1	42.6	34.5	17.2	13.8	3.4	9.4	22.4	-13.0
Nursing - Psychiatric Nurses	580.5	601.4	-20.9	2.8	2.8	0.0	4.9	4.7	0.2
Nursing - Public Health Nurses	386.6	335.5	51.1	2.4	2.5	-0.1	3.0	5.5	-2.5
Nutritionists and Dietitians	92.7	99.4	-6.7	1.8	0.0	1.8	8.0	2.5	5.5
Pharmacists	742.7	713.6	29.1	3.4	1.9	1.5	7.4	4.3	3.1
Pharmacy Technicians	206.2	171.8	34.4	3.6	3.8	-0.2	7.1	4.8	2.3
Psychologists	143.4	128.3	15.1	5.5	12.6	-7.1	8.0	9.9	-1.9
Public Health Inspectors	66.1	76.3	-10.2	1.4	5.1	-3.7	7.2	11.5	-4.3
Rehabilitation - Audiologists	12.9	6.0	6.9	7.1	0.0	7.1	7.1	0.0	N/A
Rehabilitation - Chiropodists/Podiatrists	13.5	16.0	-2.5	0.0	5.9	-5.9	7.1	N/A	N/A
Rehabilitation - Exercise Therapists	63.4	45.1	18.3	3.1	0.0	3.1	17.2	N/A	N/A
Rehabilitation - Occupational Therapists (OT)	140.3	136.2	4.1	5.7	7.9	-2.2	11.9	6.2	5.7
Rehabilitation - OT and PT Assistants/Attendants	119.0	110.0	9.0	0.7	2.1	-1.4	5.8	7.1	-1.3
Rehabilitation - Physical Therapists	229.2	271.5	-42.3	6.4	8.9	-2.5	12.7	9.5	3.2
Rehabilitation - Prosthetists & Orthotists	12.0	15.0	-3.0	14.3	6.3	8.0	14.3	0.0	N/A
Rehabilitation - Recreation Technologists	65.6	63.1	2.5	2.6	4.1	-1.5	11.7	9.5	2.2
Rehabilitation - Recreation Therapists	70.0	40.4	29.6	0.0	4.3	-4.3	9.5	15.2	-5.8
Rehabilitation - Respiratory Therapists	61.3	32.6	28.7	3.2	0.0	3.2	12.7	3.2	9.5
Rehabilitation - Speech-Language Pathologists	113.5	126.5	-13.0	2.1	2.0	0.1	4.2	4.6	-0.4
Social Service Workers	291.7	272.9	18.8	0.5	0.3	0.2	0.5	3.5	-3.0
Social Workers	344.7	336.1	8.6	2.3	2.4	-0.1	4.8	11.3	-6.6
Total for All Occupations	18752.4	**18270.5**	**481.9**	2.1	**2.4**	**-0.3**	6.6	**5.8**	**0.8**

Note - N/A means statistics were not available, mostly due to reclassification of occupation. Large variations from 1998 to 1999 within any category are mostly due to the relatively small total sample numbers which also depends upon the response rates from year to year.

Appendix 11

SASKATCHEWAN HEALTH EMPLOYER SURVEY SUMMARY REPORT
PERCENTAGE OF ALL FULL-TIME EQUIVALENT PERSONNEL EMPLOYED BY SERVICE SECTOR
1992 TO 1999

Service Sector	1992	1993	1994	1995	1996	1997	1998	1999
Health Districts								
- Community Services	3.8	3.1	3.0	3.8	3.7	3.5	4.0	3.1
- Health Centres	2.0	2.6	3.4	3.8	3.2	2.3	3.0	3.2
- Home Care	2.1	6.3	7.0	6.4	7.2	6.4	8.1	7.7
- Hospitals	50.1	38.7	35.9	35.9	33.2	35.6	34.6	35.0
- Mental Health Centres	2.9	2.6	2.9	3.1	3.7	3.6	4.0	3.9
- Special Care Homes	10.2	23.7	23.0	23.0	22.9	23.9	22.0	27.1
Saskatchewan Health	0.5	0.4	0.5	0.5	0.6	0.9	0.3	0.7
Saskatchewan Education	0.4	0.3	0.6	0.7	0.6	0.3	0.4	1.8
Saskatchewan Social Services	1.4	2.1	2.9	2.7	3.1	3.7	3.4	0.5
Saskatchewan Post-Secondary Education	2.4	1.8	1.6	1.8	1.6	1.4	N/A	N/A
Physician Offices	2.4	0.9	0.6	0.9	0.6	0.9	1.8	0.2
Federal Government	2.0	2.6	1.1	1.0	0.8	0.8	0.8	0.8
Tribal Councils	N/A	N/A	0.3	0.7	0.6	1.0	1.3	0.9
Personal Care Homes	N/A	N/A	N/A	N/A	0.7	1.0	1.2	0.4
Rehabilitation	0.6	0.5	0.5	0.6	2.4	1.5	1.7	2.8
Other (Personal/Private Business)	19.2	14.4	16.8	15.2	15.1	13.2	13.4	11.9
Totals	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note - Saskatchewan Health Employer Survey Summary Report bases its findings on employer response.

- N/A - not applicable, did not survey in the year noted.

APPENDIX 11 (con't)

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY
PERCENTAGE OF FULL-TIME EQUIVALENT EMPLOYEES BY SERVICE SECTOR
COMPARING 1999 TO 1998

	Ambulance**		Dental		Diagnostic and Theraputic		Pharmaceutical		Dietetic, Health Records & Public Health	
Service Sector	1999	1998	1999	1998	1999	1998	1999	1998	1999	1998
Health Districts										
- Community Services	40.6	30.1	0.6	0.0	0.0	0.0	0.0	0.0	12.4	12.4
- Health Centres	1.0	0.0	0.0	1.0	3.9	3.9	0.0	0.0	2.9	3.1
- Home Care	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.6	8.7
- Hospitals	0.0	0.0	0.0	0.0	82.5	76.2	22.5	26.2	42.0	38.0
- Mental Health Centres	0.0	0.0	0.0	0.0	0.0	0.001	0.0	0.0	3.4	4.1
- Special Care Homes	0.0	0.0	0.0	0.0	0.4	0.6	0.1	0.1	12.1	12.4
Saskatchewan Health	0.0	0.0	0.0	0.0	8.4	4.6	0.0	0.0	0.4	0.6
Saskatchewan Education	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	4.0	0.0
Saskatchewan Social Services	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.2	0.0	0.5
Physician Offices	0.0	0.0	0.0	0.0	1.5	4.9	0.0	0.0	0.2	7.1
Federal Government	0.0	0.0	0.0	0.9	0.0	0.0001	0.1	0.0001	0.3	1.5
Tribal Councils	0.0	0.0	0.0	1.6	0.0	0.0	0.3	0.0	3.3	3.6
Personal Care Homes	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Rehabilitation	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	3.1	2.4
Other (Non-Profit or Private Business)	58.4	69.9	99.4	96.5	3.1	9.6	77.0	73.5	7.3	5.5
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

	Health Care Aides		Nursing		Rehabilitation		Social Workers & Psychologists		**Percentage of Total FTEs**	
Service Sector	1999	1998	1999	1998	1999	1998	1999	1998	1999	1998
Health Districts										
- Community Services	0.0	0.4	4.3	4.4	7.0	6.4	5.7	3.3	**4.3**	**4.0**
- Health Centres	5.0	4.4	3.3	3.2	0.2	0.3	0.0	0.4	**3.2**	**3.0**
- Home Care	17.7	19.6	4.8	5.6	1.4	1.9	1.1	0.8	**7.7**	**8.1**
- Hospitals	5.8	7.7	56.3	56.2	29.2	25.5	10.8	13.4	**35.0**	**34.6**
- Mental Health Centres	1.8	2.0	5.4	5.3	1.7	2.3	24.2	25.6	**3.9**	**4.0**
- Special Care Homes	65.7	53.9	16.6	16.1	16.6	13.2	1.9	1.4	**27.1**	**22.0**
Saskatchewan Health	0.0	0.0	0.3	0.0	0.2	0.0	0.8	0.0	**0.7**	**0.3**
Saskatchewan Education	0.0	0.0	2.1	0.0	6.4	8.1	8.2	0.0	**1.8**	**0.4**
Saskatchewan Social Services	0.0	3.7	0.0	1.5	0.0	3.7	12.2	38.3	**0.5**	**3.4**
Physician Offices	0.0	1.6	0.2	1.3	0.1	0.0	0.0	0.1	**0.2**	**1.8**
Federal Government	0.0	0.0	1.6	1.5	1.3	0.8	2.8	1.8	**0.8**	**0.8**
Tribal Councils	0.6	1.0	0.8	1.0	0.4	0.2	2.8	6.6	**0.9**	**1.3**
Personal Care Homes	1.2	4.0	0.2	0.3	0.0	0.1	0.0	0.7	**0.4**	**1.2**
Rehabilitation	1.2	0.2	2.6	0.6	22.2	21.4	3.1	5.4	**2.8**	**1.7**
Other (Non-Profit or Private Business)	0.8	1.5	1.5	3.0	13.1	16.1	26.4	2.3	**10.7**	**13.4**
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	**100.0**	**100.0**

Note - Saskatchewan Health Employer Survey Summary Report bases its findings on employer response. See Appendix 3.

** Included as "private" Ambulance employers are non-profit corporations contracted by communities or Health Districts Ambulance services directly provided by the health districts are classified under Community Services.

APPENDIX 12

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

		Ambulance		**Dental**									
		Ambulance Operators (All)		Certified Dental Assistants		Dental Hygienists		Dental Technicians		Dental Therapists		Dentists	
Health District	District Population	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000
Assiniboine Valley	16,714	9.5	0.6										
Battlefords	27,766	18.3	0.7	16.1	0.6	3.6	0.1	1.0	0.0	4.4	0.2	6.8	0.2
Central Plains	21,080	16.0	0.8	8.5	0.4		0.0			1.9	0.1	3.0	0.1
East Central	30,474	20.2	0.7	8.0	0.3	5.1	0.2	3.1	0.1	1.2	0.0	5.6	0.2
Gabriel Springs	11,989	9.0	0.8		0.0					0.5	0.0		
Greenhead	15,631	7.4	0.5	1.0	0.1	0.5	0.0		0.0	0.5	0.0	1.0	0.1
Keewatin Yatthe	10,757									4.3	0.4		
Living Sky	13,929	29.3	2.1	1.4	0.1	0.4	0.0		0.0		0.0	1.9	0.1
Lloydminster	11,196	22.9	2.0	1.2	0.1				0.0		0.0		0.0
Mamawetan Churchill River	20,382	18.6	0.9	1.0						0.5	0.0	1.0	
Midwest	18,171	9.2	0.5	3.5	0.2	1.0	0.1		0.0		0.0	1.0	
Moose Jaw/Thunder Creek	46,100	20.3	0.4	7.0	0.2	3.0	0.1	1.0	0.0	2.1	0.0	5.1	0.1
Moose Mountain	13,365	10.5	0.8	3.9	0.3		0.0				0.0	1.9	
North Central	12,531			4.5	0.4	1.0	0.1		0.0		0.0	2.0	
North Valley	14,988	29.2	1.9	1.4	0.1	0.7	0.0		0.0		0.0	0.7	
North-East	15,681	29.4	1.9	3.0	0.2	0.9	0.1		0.0		0.0	1.9	0.1
Northwest	14,806	9.1	0.6				0.0			3.0	0.2		0.0
Parkland	20,768	12.9	0.6	0.8	0.0					2.0	0.1	0.7	0.0
Pasquia	17,648	13.4	0.8	4.2	0.2	0.8	0.0		0.0		0.0	2.7	0.2
Pipestone	20,199	10.5	0.5	6.6	0.3	3.9	0.2		0.0	5.0	0.2	5.9	0.3
Prairie West	15,029	16.1	1.1	2.5	0.2	0.5	0.0		0.0		0.0	1.0	0.1
Prince Albert	56,101	31.0	0.6	17.4	0.3	3.7	0.1	7.3	0.1	4.8	0.1	9.9	0.2
Regina	211,778	76.4	0.4	89.6	0.4	36.9	0.2	18.7	0.1	11.9	0.1	46.3	0.2
Rolling Hills	11,348	2.8	0.2								0.0		0.0
Saskatoon	235,477	48.2	0.2	123.1	0.5	34.0	0.1	13.7	0.1	5.8	0.0	101.3	0.4
South Central	20,300	12.7	0.6	3.2	0.2	0.0	0.0		0.0		0.0	2.0	0.1
South Country	11,963	23.2	1.9	1.5	0.1	1.3	0.1		0.0	0.8	0.1	1.8	0.1
South East	25,301	9.2	0.4	3.2	0.1	1.3	0.0		0.0	0.7	0.0	2.5	0.1
Southwest	15,218	1.2	0.1	1.6	0.1		0.0		0.0	0.9	0.1	1.9	0.1
Swift Current	20,400	9.5	0.5	9.2	0.5	3.4	0.2	2.0	0.1	1.2	0.1	5.0	0.2
Touchwood Qu'Appelle	15,475	17.9	1.2	1.0	0.1		0.0				0.0	0.8	0.0
Twin Rivers	16,986	9.7	0.6								0.0		0.0
Total for Saskatchewan	**1,029,551**	**556.1**	**0.5**	**324.4**	**0.3**	**101.9**	**0.1**	**46.8**	**0.0**	**51.4**	**0.0**	**213.8**	**0.2**

APPENDIX 12 (con't)
1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY
NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Dental				Diagnostic							
		Denturists		Uncertified Dental Assistants		Combined Technicians		Dianostic Medical Sonogrphers		Medical Laboratory Technologists		Medical Radiation/ Radiological Technologies	
		FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000
Assiniboine Valley	16,714					6.9	0.4			9.9	0.6	3.4	0.2
Battlefords	27,766	2.0	0.1	0.5	0.0	1.3	0.0	2.0	0.1	14.4	0.5	3.6	0.1
Central Plains	21,080	1.0	0.0		0.0	2.0	0.1		0.0	7.0		3.0	0.1
East Central	30,474	4.8	0.2		0.0	4.0	0.1	2.1	0.1	21.5	0.7	7.6	0.3
Gabriel Springs	11,989		0.0		0.0	4.3	0.4		0.0	1.0		0.8	0.1
Greenhead	15,631		0.0		0.0	3.8	0.2		0.0	1.6		1.9	0.1
Keewatin Yatthe	10,757			4.3	0.4	3.4	0.3	2.0	0.2	2.0		1.0	0.1
Living Sky	13,929	1.1	0.1		0.0	6.1	0.4		0.0			0.5	0.0
Lloydminster	11,196	3.0	0.3		0.0	1.0	0.1		0.0	8.8		4.6	0.4
Mamawetan Churchill River	20,382				0.0	3.1	0.2		0.0	2.0		0.0	0.0
Midwest	18,171		0.0		0.0	10.8	0.6		0.0	3.2		2.1	0.1
Moose Jaw/Thunder Creek	46,100	1.1	0.0	2.3	0.0	2.8	0.1	2.9	0.1	31.2	0.7	11.7	0.3
Moose Mountain	13,365		0.0	2.7	0.2	7.0	0.5		0.0	1.1		4.9	0.4
North Central	12,531		0.0	1.0	0.1	1.2	0.1	1.0	0.1	6.0		3.9	0.3
North Valley	14,988		0.0		0.0	1.3	0.1		0.0	7.8		3.6	0.2
North-East	15,681	1.1	0.1		0.0	4.8	0.3	1.0	0.1	7.3	0.5	3.0	0.2
Northwest	14,806		0.0		0.0	7.5	0.5		0.0	5.9		1.2	0.1
Parkland	20,768		0.0	0.8	0.0	7.1	0.3		0.0			1.2	0.1
Pasquia	17,648	1.1	0.1	0.4	0.0	3.9	0.2		0.0	6.4		1.8	0.1
Pipestone	20,199		0.0	2.5	0.1	9.4	0.5		0.0	1.0		1.4	0.1
Prairie West	15,029	1.1	0.1		0.0	10.6	0.7		0.0	3.2		0.7	0.0
Prince Albert	56,101	2.0	0.0	2.8	0.1	2.0	0.0	3.0	0.1	30.9	0.5	16.1	0.3
Regina	211,778	7.7	0.0	11.1	0.1	1.8	0.0	16.5	0.1	218.7	1.0	72.3	0.3
Rolling Hills	11,348		0.0		0.0	4.1	0.4		0.0			0.0	0.0
Saskatoon	235,477	10.2	0.0	13.0	0.1	14.9	0.1	16.5	0.1	222.2	0.9	64.7	0.3
South Central	20,300		0.0		0.0	1.5	0.1		0.0	7.5		4.8	0.2
South Country	11,963		0.0	0.9	0.1	1.7	0.1	1.1	0.1	3.9		1.2	0.1
South East	25,301	1.1	0.0		0.0	8.9	0.3		0.0	6.2		1.9	0.1
Southwest	15,218		0.0	0.2	0.0	6.4	0.4		0.0	2.8		0.9	0.1
Swift Current	20,400	4.0	0.2		0.0		0.0	2.0	0.1	11.5	0.6	6.3	0.3
Touchwood Qu'Appelle	15,475		0.0		0.0	8.0	0.5		0.0	3.5		0.5	0.0
Twin Rivers	16,986		0.0		0.0	9.3	0.5		0.0			1.6	0.1
Total for Saskatchewan	**1,029,551**	**41.0**	**0.0**	**42.5**	**0.0**	**162.9**	**0.2**	**50.1**	**0.0**	**645.8**	**0.6**	**232.6**	**0.2**

APPENDIX 12 (con't)

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	**Diagnostic**		**Dietitic, Health Records & Health Managers**									
		All other Diagnostic Therapies		Food Service Managers		Health Educators		Health Records Administors & Technicians		Nurtitionists & Dietitians		Health Service Managers	
		FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000
Assiniboine Valley	16,714	6.9	0.4	2.8	0.2	3.9	0.2	4.9	0.3	1.0	0.1	38.6	2.3
Battlefords	27,766	1.0	0.0	3.0	0.1	2.9	0.1	6.3	0.2	3.7	0.1	30.6	1.1
Central Plains	21,080	0.1	0.0	3.0	0.1	1.0	0.0	2.8	0.1	3.0	0.1	13.4	0.6
East Central	30,474	1.3	0.0	1.0	0.0	2.0	0.1	4.9	0.2	5.0	0.2	36.1	1.2
Gabriel Springs	11,989	0.0	0.0		0.0	1.0	0.1	2.1	0.2	1.4	0.1	7.8	0.7
Greenhead	15,631	0.0	0.0	0.0	0.0		0.0	1.5	0.1	1.1	0.1		0.0
Keewatin Yatthe	10,757	0.0			0.0		0.0	0.0	0.0		0.0	3.7	0.3
Living Sky	13,929	0.0	0.0		0.0		0.0	3.3	0.2	0.5	0.0	5.0	0.4
Lloydminster	11,196	0.0	0.0	1.9	0.2		0.0	3.8	0.3	1.0	0.1	4.7	0.4
Mamawetan Churchill River	20,382	0.0		1.0	0.0	1.0	0.0	1.9	0.1	2.0	0.1	7.1	0.3
Midwest	18,171	1.0	0.1		0.0	1.0	0.1	0.3	0.0	5.0	0.3	13.8	0.8
Moose Jaw/Thunder Creek	46,100	4.9	0.1	6.1	0.1	5.0	0.1	8.8	0.2	5.7	0.1	39.7	0.9
Moose Mountain	13,365	0.0	0.0		0.0		0.0	11.5	0.9	0.6	0.0	9.8	0.7
North Central	12,531	0.0	0.0	2.0	0.2	2.5	0.2	3.0	0.2	2.2	0.2	13.0	1.0
North Valley	14,988	0.0	0.0	1.1	0.1		0.0	2.8	0.2	1.0	0.1	12.5	0.8
North-East	15,681	0.0	0.0	1.0	0.1		0.0	3.8	0.2	1.0	0.1	12.1	0.8
Northwest	14,806	0.0	0.0		0.0	10.5	0.7	3.8	0.3	1.3	0.1	9.6	0.6
Parkland	20,768	0.0	0.0		0.0	1.0	0.0	3.0	0.1	1.0	0.0	14.1	0.7
Pasquia	17,648	0.0	0.0	1.0	0.1	1.0	0.1	4.5	0.3	1.0	0.1	2.5	0.1
Pipestone	20,199	0.0	0.0	0.0	0.0		0.0	5.4	0.3	0.0	0.0	15.0	0.7
Prairie West	15,029	0.0	0.0	1.0	0.1	1.4	0.1	0.4	0.0	1.0	0.1	12.2	0.8
Prince Albert	56,101	1.1	0.0	4.0	0.1	3.7	0.1	11.7	0.2	4.1	0.1	68.5	1.2
Regina	211,778	21.5	0.1	1.2	0.0	5.0	0.0	54.7	0.3	18.7	0.1	66.7	0.3
Rolling Hills	11,348	0.0	0.0		0.0	1.0	0.1	1.0	0.1	1.0	0.1	1.1	0.1
Saskatoon	235,477	74.2	0.3	31.4	0.1	18.9	0.1	54.2	0.2	23.9	0.1	203.1	0.9
South Central	20,300	0.0	0.0	2.0	0.1	3.8	0.2	5.6	0.3	5.0	0.2	9.7	0.5
South Country	11,963	0.0	0.0		0.0		0.0	1.0	0.1		0.0	12.1	1.0
South East	25,301	0.0	0.0		0.0	0.6	0.0	7.3	0.3	1.2	0.0	21.3	0.8
Southwest	15,218	0.0	0.0		0.0	1.7	0.1	5.3	0.3	1.0	0.1	7.0	0.5
Swift Current	20,400	1.5	0.1	2.0	0.1		0.0	5.0	0.2	2.5	0.1	30.4	1.5
Touchwood Qu'Appelle	15,475	0.0	0.0	1.0	0.1	1.3	0.1	3.9	0.3	3.0	0.2	10.6	0.7
Twin Rivers	16,986	0.0	0.0		0.0		0.0	2.3	0.1	0.5	0.0	5.0	0.3
Total for Saskatchewan	1,029,551	**106.6**	**0.1**	**65.7**	**0.1**	**70.8**	**0.1**	**230.6**	**0.2**	**99.4**	**0.1**	**713.3**	**0.7**

APPENDIX 12 (con't)

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Pharmaceuticals and Public Health						Health Care					
		Pharmacists		Pharmacy Technicians		Public Health Inspectors		Home Care Aides		Nurses' Aides		Special Care Aides	
		FTEs	FTES/ 1,000	FTEs	FTES/ 1,000.	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000 .	FTEs	FTES/ 1,000
Assiniboine Valley	16,714	7.3	0.4		0.0			21.3	1.3	71.8	4.3	75.4	4.5
Battlefords	27,766	17.0	0.6	8.1	0.3	5.9	0.2	19.1	0.7	66.7	2.4	110.2	4.0
Central Plains	21,080	19.9	0.9		0.0		0.0	32.0	1.5	4.5	0.2	66.8	3.2
East Central	30,474	26.4	0.9	7.4	0.2	6.0	0.2	46.0	1.5	136.9	4.5	85.4	2.8
Gabriel Springs	11,989	8.1	0.7		0.0		0.0	15.9	1.3	0.7	0.1	72.0	6.0
Greenhead	15,631	6.2	0.4		0.0		0.0		0.0	5.1	0.3	57.1	3.7
Keewatin Yatthe	10,757	3.2	0.3	2.3	0.2	1.1	0.1	8.7	0.8	19.2	1.8		0.0
Living Sky	13,929	10.4	0.7		0.0		0.0		0.0	11.8	0.8	48.2	3.5
Lloydminster	11,196	17.8	1.6	4.4	0.4		0.0	9.0	0.8	1.0	0.1	19.9	1.8
Mamawetan Churchill River	20,382	7.8	0.4	3.2	0.2	3.0	0.1	13.0	0.6	8.0	0.4	8.0	0.4
Midwest	18,171	11.3	0.6	0.5	0.0	4.0	0.2	19.9	1.1	32.1	1.8	59.8	3.3
Moose Jaw/Thunder Creek	46,100	29.3	0.6	4.1	0.1	4.0	0.1	57.9	1.3	158.7	3.4	204.1	4.4
Moose Mountain	13,365	8.6	0.6		0.0		0.0	24.1	1.8	15.9	1.2	73.5	5.5
North Central	12,531	6.0	0.5	1.0	0.1	3.9	0.3	18.9	1.5	37.3	3.0	37.7	3.0
North Valley	14,988	11.6	0.8	2.1	0.1		0.0	20.9	1.4	6.6	0.4	88.4	5.9
North-East	15,681	9.4	0.6	0.8	0.0		0.0		0.0	3.1	0.2	108.9	6.9
Northwest	14,806	9.8	0.7	3.0	0.2		0.0	24.6	1.7	21.9	1.5	26.2	1.8
Parkland	20,768	10.7	0.5		0.0		0.0	27.0	1.3	20.8	1.0	71.2	3.4
Pasquia	17,648	14.3	0.8	2.1	0.1		0.0	23.1	1.3	11.2	0.6	59.1	3.3
Pipestone	20,199	15.9	0.8	1.0	0.0		0.0	2.0	0.1	84.7	4.2	127.6	6.3
Prairie West	15,029	13.1	0.9		0.0	1.0	0.1	16.8	1.1	5.9	0.4	47.1	3.1
Prince Albert	56,101	50.8	0.9	13.3	0.2	6.9	0.1	44.2	0.8	101.3	1.8	127.6	2.3
Regina	211,778	137.5	0.6	51.8	0.2	15.1	0.1	140.1	0.7	103.0	0.5	50.6	0.2
Rolling Hills	11,348	3.2	0.3		0.0		0.0		0.0	0.6	0.1	38.7	3.4
Saskatoon	235,477	179.7	0.8	61.7	0.3	16.5	0.1	253.2	1.1	172.1	0.7	458.3	1.9
South Central	20,300	16.5	0.8	1.0	0.0	4.0	0.2	23.6	1.2	136.6	6.7	75.1	3.7
South Country	11,963	4.4	0.4	1.1	0.1		0.0	16.0	1.3	13.5	1.1	34.5	2.9
South East	25,301	20.5	0.8	0.4	0.0		0.0	26.5	1.0	31.0	1.2	75.0	3.0
Southwest	15,218	10.2	0.7		0.0		0.0	1.1	0.1	13.6	0.9	69.9	4.6
Swift Current	20,400	9.4	0.5	1.0	0.0	4.0	0.2	34.6	1.7	18.9	0.9	51.5	2.5
Touchwood Qu'Appelle	15,475	9.0	0.6	0.9	0.1	1.0	0.1	3.0	0.2	22.6	1.5	58.4	3.8
Twin Rivers	16,986	6.9	0.4		0.0		0.0	17.9	1.1	4.4	0.3	38.2	2.2
Total for Saskatchewan	1,029,551	**715.6**	**0.7**	**172.0**	**0.2**	**76.3**	**0.1**	**963.4**	**0.9**	**1,331.2**	**1.3**	**2,524.9**	**2.5**

APPENDIX 12 (con't)

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

		Registered Nurses									
		General & Specialized RNs		Public Health RNs		All other Registered Nurses		Registerd Psychiatatric Nurses		Licenced Practical Nurses	
Health District	District Population	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000
Assiniboine Valley	16,714	73.4	4.4	5.0	0.3	1.0	0.1		0.0	26.9	1.5
Battlefords	27,766	86.2	3.1	15.2	0.5	21.1	0.8	96.5	3.5	35.6	1.3
Central Plains	21,080	74.4	3.5	5.0	0.2	3.3	0.2	1.0	0.0	18.8	0.9
East Central	30,474	144.9	4.8	10.3	0.3	41.3	1.4	29.2	1.0	50.9	1.7
Gabriel Springs	11,989	44.4	3.7	4.0	0.3	0.0	0.0	1.0	0.1	10.0	0.8
Greenhead	15,631	29.7	1.9	4.7	0.3	0.0	0.0	1.0	0.1	9.4	0.6
Keewatin Yatthe	10,757	28.8	2.7	5.3	0.5	4.3	0.4	1.1	0.1	2.0	0.2
Living Sky	13,929	36.7	2.6	4.0	0.3	3.1	0.2	0.6	0.0	12.8	0.9
Lloydminster	11,196	23.2	2.1	4.9	0.4	10.3	0.9	3.0	0.3	33.0	2.9
Mamawetan Churchill River	20,382	15.8	0.8	7.7	0.4	6.0	0.3	2.0	0.1	9.9	0.5
Midwest	18,171	70.5	3.9	4.7	0.3	2.4	0.1		0.0	19.7	1.1
Moose Jaw/Thunder Creek	46,100	138.1	3.0	14.4	0.3	25.8	0.6	110.2	2.4	46.6	1.0
Moose Mountain	13,365	49.5	3.7	4.9	0.4	0.0	0.0	1.9	0.1	13.2	1.0
North Central	12,531	52.2	4.2	5.6	0.4	5.5	0.4	5.2	0.4	16.2	1.3
North Valley	14,988	58.6	3.9	4.0	0.3	2.4	0.2	2.5	0.2	22.5	1.5
North-East	15,681	56.7	3.6	3.0	0.2	4.8	0.3	5.0	0.3	18.8	1.2
Northwest	14,806	39.0	2.6	9.6	0.6	7.0	0.5	2.0	0.1	10.3	0.7
Parkland	20,768	65.7	3.2	6.8	0.3	0.0	0.0	3.5	0.2	15.4	0.7
Pasquia	17,648	40.2	2.3	5.5	0.3	9.5	0.5	2.2	0.1	20.1	1.1
Pipestone	20,199	96.4	4.8	6.3	0.3	0.0	0.0	3.0	0.1	20.2	1.0
Prairie West	15,029	32.6	2.2	4.0	0.3	1.4	0.1	3.2	0.2	18.1	1.2
Prince Albert	56,101	194.3	3.5	27.5	0.5	53.9	1.0	42.1	0.8	63.4	1.1
Regina	211,778	818.4	3.9	51.5	0.2	158.2	0.7	86.9	0.4	274.4	1.3
Rolling Hills	11,348	27.0	2.4	3.0	0.3	0.0	0.0		0.0	3.5	0.3
Saskatoon	235,477	1,007.5	4.3	77.2	0.3	279.3	1.2	137.8	0.6	207.7	0.9
South Central	20,300	62.6	3.1	6.5	0.3	6.0	0.3	41.3	2.0	12.2	0.6
South Country	11,963	32.9	2.7	4.6	0.4	0.0	0.0		0.0	6.9	0.6
South East	25,301	80.3	3.2	4.5	0.2	8.0	0.3	4.5	0.2	22.4	0.9
Southwest	15,218	47.8	3.1	4.0	0.3	0.4	0.0	1.5	0.1	9.6	0.6
Swift Current	20,400	70.6	3.5	5.0	0.2	14.3	0.7	18.0	0.9	32.1	1.6
Touchwood Qu'Appelle	15,475	51.0	3.3	13.7	0.9	0.0	0.0		0.0	13.6	0.9
Twin Rivers	16,986	54.5	3.2	2.0	0.1	0.0	0.0		0.0	19.5	1.1
Total for Saskatchewan	1,029,551	**3,713.9**	**3.6**	**335.5**	**0.3**	**669.1**	**0.6**	**607.7**	**0.6**	**1,098.0**	**1.1**

APPENDIX 12 (con't)

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Rehabilitation									
		Occupational Therapists		Physio Therapists		OT & PT Assistants		Speech Language Pathologists		Recreation Therapists and Technologists	
		FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000
Assiniboine Valley	16,714			2.0	0.1	3.0	0.2	1.0	0.1		0.0
Battlefords	27,766	1.0	0.0	8.3	0.3	1.0	0.0	6.5	0.2	23.9	0.9
Central Plains	21,080	2.2	0.1	5.5	0.3	2.5	0.1		0.0	6.3	0.3
East Central	30,474	4.6	0.2	9.4	0.3	2.8	0.1	5.2	0.2	1.0	0.0
Gabriel Springs	11,989	0.9	0.1	1.6	0.1		0.0		0.0		0.0
Greenhead	15,631	1.0	0.1	1.0	0.1		0.0	0.5	0.0		0.0
Keewatin Yatthe	10,757		0.0		0.0	1.1	0.1		0.0		0.0
Living Sky	13,929		0.0	4.6	0.3	0.5	0.0		0.0	1.0	0.1
Lloydminster	11,196	1.0	0.1		0.0	2.1	0.2	1.0	0.1		0.0
Mamawetan Churchill River	20,382		0.0	0.9	0.0		0.0	2.0	0.1		0.0
Midwest	18,171	0.6	0.0	1.2	0.1	0.4	0.0	3.0	0.2		0.0
Moose Jaw/Thunder Creek	46,100	14.3	0.3	17.7	0.4	7.5	0.2	3.6	0.1	10.0	0.2
Moose Mountain	13,365		0.0	1.8	0.1		0.0		0.0		0.0
North Central	12,531	1.0	0.1	4.2	0.3	6.6	0.5	2.0	0.2	0.3	0.0
North Valley	14,988	2.0	0.1	3.0	0.2	2.5	0.2	2.0	0.1	2.0	0.1
North-East	15,681	1.0	0.1	3.0	0.2		0.0		0.0		0.0
Northwest	14,806	2.0	0.1	3.1	0.2	1.5	0.1	4.5	0.3		0.0
Parkland	20,768	2.0	0.1		0.0		0.0		0.0		0.0
Pasquia	17,648	1.0	0.1	2.0	0.1	1.0	0.1		0.0	1.7	0.1
Pipestone	20,199		0.0	2.0	0.1	1.0	0.0		0.0	3.1	0.2
Prairie West	15,029	1.5	0.1		0.0		0.0	1.0	0.1		0.0
Prince Albert	56,101	6.8	0.1	16.0	0.3	7.2	0.1	5.4	0.1	7.3	0.1
Regina	211,778	36.1	0.2	93.0	0.4	14.3	0.1	32.0	0.2	3.8	0.0
Rolling Hills	11,348				0.0		0.0		0.0		0.0
Saskatoon	235,477	53.8	0.2	78.5	0.3	20.6	0.1	43.9	0.2	33.0	0.1
South Central	20,300	1.0	0.0	3.2	0.2	3.2	0.2	5.4	0.3	3.0	0.1
South Country	11,963		0.0		0.0		0.0	1.0	0.1	1.0	0.1
South East	25,301		0.0	2.5	0.1		0.0	3.5	0.1	7.0	0.3
Southwest	15,218	1.0	0.1	2.0	0.1		0.0	1.0	0.1		0.0
Swift Current	20,400	2.0	0.1	4.8	0.2	8.8	0.4	3.0	0.1	1.0	0.0
Touchwood Qu'Appelle	15,475		0.0	2.0	0.1		0.0		0.0		0.0
Twin Rivers	16,986		0.0		0.0		0.0		0.0		0.0
Total for Saskatchewan	1,029,551	**136.7**	**0.1**	**273.3**	**0.3**	**84.5**	**0.1**	**127.5**	**0.1**	**105.5**	**0.1**

APPENDIX 12 (con't)

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	**Rehabilitation**				**Psychologists, Social Workers**						**Totals**	
		Respiratory Therapists		All other Therapists and Technologists		Psychologists		Social Service Workers		Social Workers		Occupational Groupings by Health District	
		FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000	FTEs	FTES/ 1,000
Assiniboine Valley	16,714		0.0					0.6	0.0	2.0	0.1	347.2	20.8
Battlefords	27,766	1.0	0.0	3.5	0.1	17.0	0.6	103.0	3.7	8.9	0.3	786.4	28.3
Central Plains	21,080		0.0	1.1	0.1	1.0	0.0		0.0	2.5	0.1	312.2	14.8
East Central	30,474	1.2	0.0	2.0	0.1	1.8	0.1		0.0	30.9	1.0	793.6	26.0
Gabriel Springs	11,989		0.0		0.0		0.0	2.0	0.2	5.5	0.5	193.9	16.2
Greenhead	15,631		0.0		0.0		0.0	1.8	0.1	2.1	0.1	139.9	9.0
Keewatin Yatthe	10,757		0.0				0.0		0.0	3.2	0.3	100.8	9.4
Living Sky	13,929		0.0		0.0		0.0		0.0	2.5	0.2	185.6	13.3
Lloydminster	11,196		0.0		0.0	2.0	0.2		0.0	4.1	0.4	210.9	18.8
Mamawetan Churchill River	20,382		0.0			1.0	0.0	19.5	1.0	7.0	0.3	154.3	7.6
Midwest	18,171		0.0	2.0	0.1		0.0		0.0		0.0	283.7	15.6
Moose Jaw/Thunder Creek	46,100	2.7	0.1	2.3	0.1	2.7	0.1	26.2	0.6	25.7	0.6	1,079.2	23.4
Moose Mountain	13,365		0.0		0.0		0.0		0.0	2.1	0.2	249.3	18.7
North Central	12,531		0.0		0.0	1.0	0.1		0.0	2.9	0.2	250.6	20.0
North Valley	14,988		0.0		0.0		0.0		0.0	0.8	0.1	295.1	19.7
North-East	15,681		0.0		0.0	1.0	0.1		0.0	1.0	0.1	286.4	18.3
Northwest	14,806		0.0		0.0	2.0	0.1	11.0	0.7	6.5	0.4	235.9	15.9
Parkland	20,768		0.0		0.0		0.0	1.0	0.0	0.5	0.0	270.1	13.0
Pasquia	17,648		0.0		0.0		0.0	1.0	0.1	0.0	0.0	238.8	13.5
Pipestone	20,199		0.0		0.0		0.0	11.2	0.6	5.0	0.2	446.0	22.1
Prairie West	15,029		0.0		0.0	5.0	0.3		0.0	2.0	0.1	206.1	13.7
Prince Albert	56,101	2.5	0.0	4.7	0.1	8.6	0.2	5.2	0.1	10.9	0.2	1,041.8	18.6
Regina	211,778		0.0	36.4	0.2	27.5	0.1	59.9	0.3	92.3	0.4	3,361.4	15.9
Rolling Hills	11,348		0.0		0.0		0.0	1.0	0.1	2.0	0.2	90.0	7.9
Saskatoon	235,477	25.3	0.1	26.4	0.1	50.6	0.2	22.4	0.1	95.2	0.4	4,686.7	19.9
South Central	20,300		0.0	1.1	0.1	2.0	0.1	1.0	0.0	9.9	0.5	478.3	23.6
South Country	11,963		0.0		0.0		0.0		0.0		0.0	166.1	13.9
South East	25,301		0.0	1.0	0.0	3.2	0.1	1.0	0.0	2.0	0.1	362.8	14.3
Southwest	15,218		0.0		0.0		0.0	1.0	0.1	1.0	0.1	194.1	12.8
Swift Current	20,400		0.0	1.0	0.0	2.0	0.1	1.0	0.0	7.0	0.3	407.2	20.0
Touchwood Qu'Appelle	15,475		0.0	0.5	0.0		0.0	2.0	0.1		0.0	229.2	14.8
Twin Rivers	16,986		0.0				0.0	1.0	0.1	0.5	0.0	173.2	10.2
Total for Saskatchewan	1,029,551	**32.6**	**0.0**	**82.0**	**0.1**	**128.5**	**0.1**	**272.9**	**0.3**	**336.1**	**0.3**	**18,270.5**	**17.7**

APPENDIX 12 (con't) - Chiropractors, Physicians, Optometrists and Specialists

1999 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF Registered Medical Professionals per 1,000 Population by Health District

Health District	District Population	**Chiropractors** FTEs	FTES/ 1,000	**Optometrists** FTEs	FTES/ 1,000	**General Practioners** FTEs	FTES/ 1,000	**Specialists Physticians** FTEs	FTES/ 1,000
Assiniboine Valley	16,714	5	0.3	1	0.1	14	0.8	0	0.0
Battlefords	27,766	4	0.1	5	0.2	20	0.7	18	0.6
Central Plains	21,080	4	0.2	1	0.0	16	0.8	0	0.0
East Central	30,474	3	0.1	7	0.2	23	0.8	15	0.5
Gabriel Springs	11,989	1	0.1	0	0.0	7	0.6	0	0.0
Greenhead	15,631	2	0.1	1	0.1	13	0.8	0	0.0
Keewatin Yatthe	10,757	0	0.0	1	0.1	9	0.8	0	0.0
Living Sky	13,929	2	0.1	2	0.1	11	0.8	0	0.0
Lloydminster	11,196	2	0.2	2	0.2	32	2.9	8	0.7
Mamawetan Churchill River	20,382	1	0.0	0	0.0	17	0.8	0	0.0
Midwest	18,171	1	0.1	2	0.1	11	0.6	0	0.0
Moose Jaw/Thunder Creek	46,100	7	0.2	8	0.2	37	0.8	24	0.5
Moose Mountain	13,365	1	0.1	0	0.0	9	0.7	1	0.1
North Central	12,531	4	0.3	4	0.3	10	0.8	4	0.3
North Valley	14,988	1	0.1	1	0.1	10	0.7	1	0.1
North-East	15,681	1	0.1	2	0.1	16	1.0	1	0.1
Northwest	14,806	1	0.1	2	0.1	12	0.8	0	0.0
Parkland	20,768	1	0.0	0	0.0	23	1.1	0	0.0
Pasquia	17,648	3	0.2	2	0.1	13	0.7	0	0.0
Pipestone	20,199	1	0.0	0	0.0	13	0.6	0	0.0
Prairie West	15,029	1	0.1	1	0.1	9	0.6	0	0.0
Prince Albert	56,101	8	0.1	12	0.2	63	1.1	35	0.6
Regina	211,778	43	0.2	32	0.2	221	1.0	207	1.0
Rolling Hills	11,348	0	0.0	0	0.0	5	0.4	0	0.0
Saskatoon	235,477	57	0.2	39	0.2	252	1.1	385	1.6
South Central	20,300	4	0.2	3	0.1	18	0.9	4	0.2
South Country	11,963	2	0.2	1	0.1	8	0.7	0	0.0
South East	25,301	3	0.1	4	0.2	18	0.7	0	0.0
Southwest	15,218	2	0.1	1	0.1	13	0.9	0	0.0
Swift Current	20,400	4	0.2	3	0.1	13	0.6	18	0.9
Touchwood Qu'Appelle	15,475	3	0.2	0	0.0	10	0.6	0	0.0
Twin Rivers	16,986	0	0.0	0	0.0	12	0.7	0	0.0
Total for Saskatchewan	1,029,551	**172**	**0.2**	**137**	**0.1**	**958**	**0.9**	**721**	**0.7**

NOTES:

1. Blank spaces indicate a non-response and should not suggest a zero employee count for a specific situation.
2. If a Chiropractor, Physician, Optometrist or Specialist has a practice in more than one distict there will be one count for each district of practice, but only one count in the total.
3. Population data represents the number of Saskatchewan residents on Saskatchewan's Health Insurance Registration File (HIRF) as of June 30, 1998.
4. Registered Indians have been assigned to districts based on their mailing address.
5. Populations are not discrete counts as some health district boundaries run through certain rural municipalities. The populations of those R.M.s which fall into more than one health district have been allocated to the appropriate district on a pro-rata basis.

Appendix 13

Professional Regulatory Organizations

Association of Dental Technicians of Saskatchewan
Morris Tratch, President (phone: (306) 693-7505)
Box 8035
Saskatoon SK S7K 4R7

Chiropractors Association of Saskatchewan
Jim Stewart, Executive Director (phone: 585-1411)
1 – 3420A Hill Avenue
Regina SK S4S 0W9

College of Dental Surgeons of Saskatchewan
Dr. George H. Peacock, Secretary/Registrar/Treasurer
(phone: (306) 244-5072)
#202 – 728 Spadina Crescent East
Saskatoon SK S7K 4H7

College of Physicians and Surgeons of Saskatchewan
Dr. Dennis Kendel, Registrar (phone: (306) 244-7355)
211 – 4th Avenue South
Saskatoon SK S7K 1N1

Denturist Society of Saskatchewan
Jim Mathews, President (phone: (306) 652-3041)
c/o Allied Denture Clinic Ltd.
222 - 3d Avenue South
Saskatoon, SK S7K 1L9

Registered Psychiatric Nurses Association of Saskatchewan
Joy Johnson, Executive Director (phone: 586-4617)
2055 Lorne Street
Regina SK S4P 2M4

Saskatchewan Association of Chiropodists
Dr. Mino Deiana, President (phone: 352-9091)
c/o Family Foot Clinic
2105 Retallack Street
Regina SK S4T 2K5

Saskatchewan Association of Licensed Practical Nurses
Ede Leeson, Executive Director/Registrar
(phone: 525-1436)
2310 Smith Street
Regina SK S4P 2P6

Saskatchewan Association of Medical Radiation Technologists
Darrel Schneider, Registrar (phone: (306) 655-5140)
339 Pezer Cove
Saskatoon, SK S7S 1J9

Saskatchewan Association of Optometrists
Angela Vogel, Executive Director
(phone: (306) 652-2069)
108 - 2366 Avenue C North
Saskatoon, SK S7L 5X5

Saskatchewan Dietetic Association
Sharon Siuksteris, President (phone: (306) 446-6655)
451 Coldspring Crescent
Saskatoon, SK S7J 3N2

Saskatchewan Association of Speech/Language Pathologists & Audiologists
Arlene Down, Administrative Secretary (phone: 757-3990)
Box 3357
Regina SK S4P 3H1

Saskatchewan College of Physical Therapists
George Schurman, Executive Director (phone:
(306) 931-6661)
Room G20, St. Paul's Hospital
1702 – 20th Street West
Saskatoon SK S7M 0Z9

Saskatchewan Dental Assistants Association
Susan Anholt, Executive Director (phone: (306) 252-2769)
Box 294
Kenaston SK S0G 2N0

Saskatchewan Dental Hygienists Association
Charlene Hamill, Registrar (phone: 721-7342)
Box 32039
Regina SK S4N 7L2

Saskatchewan Dental Therapists Association
Cindy Reed, Registrar (phone: (306) 297-2496)
Box 826
Gull Lake SK S0N 1A0

Saskatchewan Ophthalmic Dispensers Association
Mrs. Lil Lawford, Registrar (phone: (306) 652-0769)
Professional Services Building
#101, 129 - 21st Street East
Saskatoon, SK S7K 0B2

Saskatchewan Pharmaceutical Association
Raymond J. Joubert, Registrar (phone: 584-2292)
#700 – 4010 Pasqua Street
Regina SK S4S 7B9

Saskatchewan Psychological Association
Dr. Heather Brenneman, President (phone: 955-3588)
P.O. Box 1611
Saskatoon SK S7K 3R8

Saskatchewan Registered Nurses' Association
Donna Brunskill, Executive Director (phone: 757-4643)
2066 Retallack Street
Regina SK S4T 7X5

Saskatchewan Society for Medical Laboratory Technologists
Laurel A. Ayerst, Executive Director (phone: 352-6791)
6106 Sherwood Drive
Regina SK S4T 6Y8

Saskatchewan Society of Occupational Therapists
Jane McPhee, President (phone: (306) 655-3850)
c/o Parkridge Centre
110 Gropper Crescent
Saskatoon, SK S7M 5N9